

Redstone Rocket

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Commanding general says goodbye to members of work force

Few questions raised in town hall meeting

By SKIP VAUGHN
Rocket editor

When all was said and done, Maj. Gen. Al Sullivan turned to the people who he has led for the past two years and asked for their questions.

Silence came the reply. Perhaps it was a reflection of his tenure, quiet acknowledgement that he had given all he had to give and done everything he could.

Thursday's town hall meeting was Sullivan's last as commander of the Aviation and Missile Command. He will relinquish command of AMCOM and Redstone Arsenal to Maj. Gen. Larry Dodgen in a ceremony at 9 a.m. Sept. 10 on the Redstone Arsenal Activity Field off Patton Road.

"You've really done a great, great job," Sullivan said at the end of the hour-long meeting in a filled Bob Jones Auditorium. "So let me tell you how much I appreciate it, and thanks. See you around."

Sullivan updated progress on reshape, the personnel management processes campaign, and organizational successes. Final letters of approval or disapproval for reshape

buyout applicants will be issued Aug. 14.

"If I stood here and tried to articulate all the successes we've had over the last year or so, frankly we'd be here over the duty day," Sullivan said.

He added that the AMCOM work force has made a major difference. "We have made significant progress."

Besides extended silence, there were some queries during the question and answer time. One dealt with Colonial Pipeline which has requested permission to run a petroleum pipeline across Redstone Arsenal. Sullivan said the Interior Department, not the commanding general, is the approval authority for a pipeline. But he added that Redstone will propose an alternate route that includes the post but lessens the impact on the Huntsville community.

"Let me tell you how much I appreciate having had the opportunity to be able to work with y'all," Sullivan told the workers, who gave him a standing ovation.

The audience included Annie Powers, who works in the Lead AMC Integration Support Office and is active in local veterans groups.

"This place is a better place since he's gotten here, and everybody will miss him," Powers said. "And the veterans groups, he has always been here for us and that we're going to miss. He's a people person. And he's always there to solve a problem."



Photo by Skip Vaughn

NEXT CHART, PLEASE— Maj. Gen. Al Sullivan addresses the audience during his last town hall meeting as commander of the Aviation and Missile Command and Redstone Arsenal.



Photo by Sandy Riebeling

HELICOPTER AIR BAGS— For the first time Army Black Hawk and OH 58-D Kiowa Warrior helicopters will have air bags installed in the cockpits. Members of the Air Crew Integrated Systems Product Manager office from left, Mike Curran, CAS Inc. contractor working support for the PM ACIS, Lt. Col. Tom Bryant, product manager, ACIS and Kent Wieter, project engineer, PM ACIS, show off the new air bag system.

Cockpit air bags expected to lift crash survivability rates

New technology to be added on Black Hawk and Kiowa

By SANDY RIEBELING
Staff writer

Air bag technology has taken to the skies. For the first time in Army aviation history, cockpit air bags will be installed into Black Hawk and OH-58-D Kiowa Warrior helicopters.

"About 80 percent of helicopter crashes should be survivable," Mike Curran, CAS Inc. contractor working support for the Product Manager, Air Crew Integrated Systems, said. "They should be survivable. Data shows that injuries to the pilots head and chest can make an otherwise survivable crash fatal. Air bags will greatly improve survivability."

The Army awarded Simula Inc. an \$11 million contract for the production of 490

Cockpit Air Bag Systems, additional spare kits and supporting training material for the Black Hawk. An additional \$2.1 million contract with the same company will supply 84 air bag systems for the Kiowa 58-D.

The two systems are very similar, with two forward air bag modules to absorb front impacts and two lateral bags for side impacts. The difference is basically in the side air bags. The Kiowa uses an Inflatable tubular structure along the door frames; on the Black Hawk the side bags are mounted next to the seat. Both systems include an electronic crash sensor unit mounted under the seat in the cockpit.

"We call it the brain," Kent Wieter, project engineer, PM ACIS, said. "It looks at, among other things, the rate of change of speed to determine when it's a crash versus a high G

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Letters to the editor

Acquisition certification takes several steps

It has been two months since I passed the required courses and submitted all the required paperwork for my certification at my level, through IMMC to Acquisition and I have not received my certification.

Since a public law required this Army Acquisition Training, and I have successfully passed all the required courses, what is the hold up of my certification by Acquisition? Do they have the authority to override a public law and deny me my certification? Do they need more resources to issue certifications in acquisition?

Name withheld by request

Editor's note: Maxine H. Maples, director, Southern and Western Regions Acquisition Career Management, provided the following response. "Completion of DAU Training is only one aspect of obtaining certification. The Defense Acquisition Workforce Improvement Act requires that the Secretary of Defense establish education, training and experience requirements for all acquisition positions based on the level of complexity of the duties carried out in the position. An individual must meet all the education, training and experience standards established for the Acquisition Career Field and complete certification within 18 months after being assigned to an acquisition position.

"Certification is the process for determining if an individual meets the mandatory standards established for Acquisition Career Levels I, II or III in an Acquisition Career Field. Each career field has specifically appointed certifying officials who are responsible for reviewing certification packages. The certification request must go through several steps and organizations prior to final certification. Actual certification is only accomplished when the certifying official confirms by signature on the Acquisition Career Record Brief (ACRB) that an individual meets all the mandatory education, training and experience standards established for an acquisition career field and acquisition career level.

"An individual should work with their organizational point of contact and the acquisition career manager to ensure these are properly documented on the ACRB. The next step is to sign the updated ACRB, annotate Section X to indicate the acquisition career field and level of certification requested, obtain the supervisor's initials, and provide it, along with a copy of their work experience (resume or DA Form 2302), to the organizational point of contact who will, in turn, forward to the appropriate acquisition career manager. The acquisition career manager may require additional data to verify experience, training or education. The acquisition career manager will handle the process from there by reviewing and forwarding it to the appropriate certifying official. Once a certifying official has approved the certification, the acquisition career manager will disseminate the certification documents to include providing the requesting individual with the original, signed ACRB. The ACRB signed by the individual and the certifying official is the official record of certification — not the certificate.

"While we strive to process the packages as quickly as possible, the actual length of time varies for many reasons such as availability of the reviewer, the acquisition career manager or the certifying official, incomplete packages or insufficient documentation to support the requested certification and the number of certifications packages received. The four Southern Region acquisition career managers support some 8,000 workforce members across nine states and have processed over 1,000 certification packages in the past year.

"For detailed information on Army certification policy and procedures, visit <http://dacm.rdaisa.army.mil>. The Acquisition Career Field Position Certification requirements are detailed in DoD 5000.52-M. The most updated requirements are documented in the DAU Catalog, which may be accessed at <https://dau.fedworld.gov/dau/ondes.htm> under Career Development."

Enlisted Spouses Club serves community

I would like to make some clarification on the "Spouse Club Membership" commentary in last week's *Rocket*. I am sure the author meant well and wanted to promote spouse clubs in general, including her own web site, but the message many of us received from this article was that "if you feel that spouses clubs are oriented toward gossip mongering" or "stay at home moms," you should seek alternative organizations within the community." These characterizations are an unfair generalization and downplay the important role that private organizations play on an installation. The Redstone Arsenal's Enlisted Spouses Club, for example, provides much more to the Redstone community than a support group for "difficult times."

Organized on Jan. 4, 1955 and officially recognized as the NCO Wives Club on Aug. 12, 1958, we are an officially sanctioned non-profit organization that in addition to promoting social relationships, activities and mentorship programs, also conducts fund-raisers and provides volunteers in support of community service organizations and charities. Our volunteer membership includes both active and retired military spouses (more than

half of which work full time outside the home). Their volunteer efforts and donations proudly support activities and organizations such as the NCO of the Quarter/Year, Soldier of the Month, Quarter/Year, Drill Sergeant of the Year, Scholarships for our youth, the American Red Cross, Total Tots, Veterans Homes, Child and Youth Services Block Party, and Army Emergency Relief. During the past year, the Enlisted Spouses Club raised over \$18,000 to reinvest into our community. I don't think these efforts and contributions lend time for "idle gossip mongering." We're too busy!

The Army has come a long way since 1955 and so have we. Our meetings and activities are designed to accommodate all potential members, single, married, with or without children, working or not. We have our meetings in the evening at 6:30, every second Thursday of the month at the Redstone Room in the Challenger Activity Center. We are open to every branch of the military. It's not just a wives club, it's a spouses club and it has something to offer everyone. Hope to see you there!

Evelyn Teats
president, Enlisted Spouses Club

Logistic center celebrates anniversary

On July 27 the Aviation and Missile Command, Logistic Center of Excellence, Fort Bliss, Texas celebrated its fifth anniversary with a luncheon in building 2588, Consolidated Maintenance Activity Facility.

Special guests were Col. Robert English, commander of Letterkenny Army Depot, Pa.; Gary Creager, chief, major items and systems integrated division, Letterkenny; and Debra Saint, a quality assurance specialist in the Research Development and Engineering Center.

Letters of appreciation were awarded to Marcia Storts, electronic, LCOE, Consolidated Maintenance Activity; Shanterry Montavlo, parts clerk, and Elvira Zambrano, production clerk, LCOE, Raytheon Aerospace Company; Tracy Ryan, shipping/receiving clerk, and

Cindy Banzhoff, team leader, LCOE, Consolidated Distribution Activity, Paragon Systems, for their tireless efforts and contribution for a successful event.

A special thanks goes out to Perry Dillow, team leader, LCOE, Consolidated Maintenance Activity, for his support. Without him the event would have been just a dream.

As AMCOM liaison/representative and committee chairman, I wish to thank the special guests, committee members, employees and to all for their efforts, expertise and support in planning a successful event. And I hope the VIP tour and formal celebration, at a later date, will be as successful as the luncheon.

Earnest J. Porter
AMCOM liaison/representative,
Fort Bliss, Texas

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Rocket Staff

Public Affairs Officer: Al Schwartz
Editor: Skip Vaughn

Reporters: Sandy Riebeling
Beth Skarupa
Sgt. Sharon McBride

Copy Editor: Scott Seeley
Advertising Sales: Jennifer Rodgers
Aletha Pardue
Susan Lavender

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New commander accepts challenges of leading LOGSA

Logistics Support Activity leader arrives from Tobyhanna Depot

By SKIP VAUGHN
Rocket editor

The Logistics Support Activity faces many challenges in its mission of collecting, integrating and distributing key logistics data, information and tools to the Army.

But that doesn't worry its new commander.

"Challenges are truly, truly opportunities to excel," Col. Kurt Weidenthal II said upon assuming command Aug. 1 in a ceremony at Bob Jones Auditorium.

Weidenthal, 46, a native of Fayetteville, N.C., arrives from Tobyhanna Army Depot, Pa., which he commanded the past two years.

Maj. Gen. John Deyermond, deputy chief of staff for logistics and readiness at

Army Materiel Command, served as reviewing officer for the ceremony in the filled auditorium. He said Weidenthal is exceptionally qualified to command LOGSA.

"Kurt, we appreciate your efforts. We know you'll do well as the new commander of LOGSA," he said.

In 1977 Weidenthal was selected as a distinguished military graduate from Virginia Military Institute in Lexington, Va., and awarded a bachelor's degree in English.

In 1987 he earned a master's of business administration degree from Babson College in Massachusetts. Besides state-side assignments, he served three tours in Europe.

He and his wife, Sue, have four children: Katrina, 17, Kurt III, 15, Brandy, 14, and Derek, 11.

"I'm honored to have been selected for this command," Weidenthal said.



Photo by Skip Vaughn

BEST WISHES— Col. Kurt Weidenthal II is congratulated after assuming command of Logistics Support Activity, Aug. 1.

Spotlight on progress

Teams reviewing processes for personnel management

The Transition IPT has four teams studying various aspects of personnel management practices.

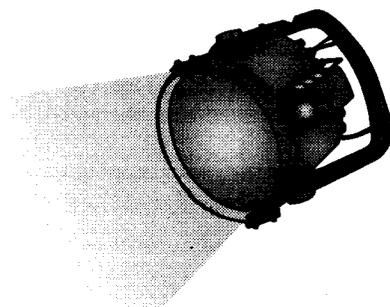
The teams, and their members, include the following:

- Application Team— Don Dixon, CPAC; Ray Lewis, DSA; Linda Readus, SGS; Cindy Jolley, DSA; Jane Latham, SAMD; Melissa Brodersen, SAMD; Diana Blackman, AFGE; and Christine Temple, Booz Allen Hamilton.

- Selection— Deborah Smith, IMMC; Cricket Sanders, RDEC; Sara Mills, RDEC; Jim Wasson, IMMC; Bill Clemons, AFGE; Mark Barkley, RM; Judy York, RM; Lori Reynolds, CPAC; and Ginny Gibson, Booz-Allen Hamilton.

- Training— Shelley Feltmeyer, SGS; James Foster, CPAC; Johnnie Bradt, SPO; Jamie McGraw, CIC; Judy Campbell, IMMC; Carol Acree, Booz Allen Hamilton; Jo Hammon, CIC; Marcha Malone, AC; Becky Smith, IMMC (Alt.); and Elteaser James, AFGE.

- Appeals— Charlie Barnes, DSA; Sharon Zirbel, Acq Center; Andrea Lanier, Acq Center; Becky Miller, EEO; Rebecca Prater, SPO; David Points, Legal; Vicki Fuller, AFGE; Dorothy Tiller, CPAC; and Dana Pulley, Booz-Allen Hamilton.



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Huntsville Corps of Engineers recognized for improvement

The Engineering and Support Center, Huntsville, has received the 2001 Presidential Award for Quality Improvement from the Office of Personnel Management.

The Presidential Award for Quality,

and eight awards in other Presidential Quality Award Program categories, were presented during the third annual Excellence in Government Conference, Aug. 1-3 in Washington, D.C.



Photo by Glen Rose

38 Special

The rock band 38 Special will appear in concert with Lynyrd Skynyrd Aug. 25 at the Redstone Arsenal Activity Field. Gates open at 6 p.m. and the show starts at 8. Tickets cost \$25 in advance or \$30 at the gate. Tickets are on sale at Sparkman Cafeteria, building 5302; Post Exchange cashiers window; RSA Information, Ticket & Registration Office, building 3711 on Patton Road at 876-4531 (from 4-9 p.m. Wednesday through Friday; or charge by phone at 830-CLUB (from 8 a.m. to 4 p.m.). The Morale Welfare and Recreation web site can be reached as follows: www.redstonemwr.com.

Air bags added to Army helicopters

Technology

continued from page 1

turn or a hard landing. It only deploys in a crash. The bags deploy and deflate quickly so that the pilots can get out in a hurry."

As an added benefit, the sensor unit is able to record and save 60 seconds of flight data surrounding a crash, 40 seconds before and 20 seconds after impact. The sensor is recording constantly but only saves the data in the case of a crash. It also provides self-diagnostics to alert pilots of a malfunction or problems with the air bags.

Although the contract was awarded in July, it was a product more than five years in development. When PM ACIS got the requirements in 1996, there was already some research being done internationally. The Army was also funding a Small Business Innovation Research program which indicated that deaths and injuries occur due to head and upper body strikes against interior cockpit components; that fatalities occur due to these factors in crashes and that air bags are a cost effective safety feature.

But like everything else, they had to be tested and tested and then tested some more.

"We had to prove that there was no damage to the aircraft, no interference of equipment, that the bags opened quick

enough and then deflated fast so that pilots could get out after the crash. We even tested them underwater to make sure they could get out fast. We used crash dummies just like on TV," Lt. Col. Tom Bryant, product manager, ACIS, said. "We tested with the aircraft on the ground, cruise flight and in hover to make sure that even if the air bag deployed, it wouldn't cause pilots to lose control. We tested at night and in all different environmental conditions."

Now that the system is in production, Bryant faces another obstacle — aviator education.

"We have to tell and show the pilots what the system can do for them and what it's not going to do to them," Bryant said. "There was a show on television a while back about problems with air bags. We have to get the word out that this system is safe and it will save lives."

The first systems are expected to be delivered in May 2002, with installation to begin about a month after delivery. B-kit units (delivered from Simula) cost about \$20,000 each, with an installation cost of about \$3,800. WestWind Technologies Inc. is the installation contractor for the Army.

"This takes us up to the next step in helicopter safety," Bryant said. "This will save aviators lives and turn what would have been critical injuries to minor ones, getting pilots back on duty."

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Hunter education classes aim for safety

Federal regulation requires hunters to complete state-approved course

By BETH SKARUPA
Staff writer

Before you go down to Outdoor Recreation expecting to get your new hunting license for the year, be advised that anyone who wants to hunt on federal land is now required to take a state-approved hunter education course.

"It's a new federal regulation," Gail Glass, program director of Outdoor Recreation, said. "And it's not only to hunt here on Redstone, it's for Fort Rucker, Fort Campbell — any federal land. You have to have this certification and once you have it, you can use it for the rest of your life. It's especially good for military who are stationed at different places at different times."

This hunter education course differs from the safety course that Redstone offered in previous years. From now on, both seasoned hunters and youth alike must pass this state-approved course before they'll be issued a permit to hunt on Redstone Arsenal. Instructors are certified by the state to teach the course and it's offered at different locations throughout Alabama.

The hunter education course will be taught at least annually at Redstone, but according to Glass, it will be taught more often this year because approximately 500 hunters here need to attend. One course was offered here in July and another will be taught Aug. 20, 21, 27 and 28 from 6-9 p.m. at the old post theater.

"You must attend all four nights to get completion," Bill Kerlin, head instructor for the course at Redstone, said. "People thought they could go to just one night, but that's not the case."

Alabama requires instructors to teach a minimum of 10 hours for the course. Any additional hours are up to the discretion of the instructor. Kerlin said his usual class lasts about 24 hours and includes a field day where students get hands-on training with a pellet gun, shotgun, black powder and archery.

Since a large number of hunters need to take the course this year and most of them are seasoned hunters at Redstone, Kerlin cut his usual class down to 12 hours. This includes 10 hours of lecture in a conventional classroom setting and two hours of hands-on training. Each student must get 70 of 100 questions correct in a written test administered at the end of his course in order to receive certification.

tion.

"This is the last class we'll have this year unless we foresee there is a greater need," Glass said.

Soon there will be another way to fulfill the hunter education course requirement. Outdoor Recreation has ordered copies of a CD course that hunters can complete on a computer. Once they complete the CD course, they will have to sign up for a "field day" or testing day through Outdoor Recreation.

Kerlin explained that the testing day will include a briefing on hunter safety and that the hunters will have to demonstrate their knowledge of things covered on the CD like the correct way to cross a fence and how to get into a vehicle with a firearm safely. A 50-question test also will be administered and the hunters must answer 70 percent of the questions correctly to receive certification.

For more information about the hunter education course, call Outdoor Recreation 876-4868. You must pre-register in person or by phone for the course being offered at Redstone in August. For a list of classes offered in other parts of the state, contact Outdoor Recreation or check the state department's web site as follows: <http://www.dcnr.state.al.us>.

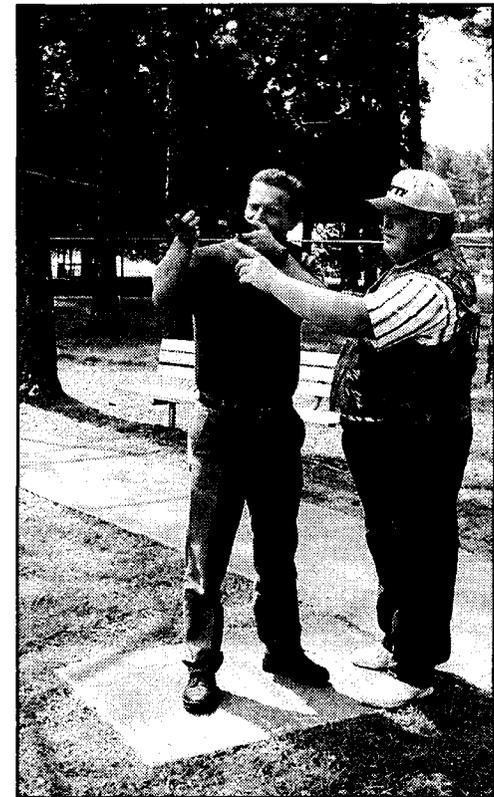


Photo by Beth Skarupa

SAFE SHOT— Bill Kerlin, right, head instructor of the new hunter education course being offered at Redstone Arsenal, demonstrates the proper use of a shotgun with the help of Russell Garner of the propulsion structures directorate.

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Professional boxing ring gets 'Maverick' off mean streets

Soldier puts on gloves again and wins local tournament

By SKIP VAUGHN
Rocket editor

He had just left the police station after another bout with the law when Jeremy Mickelson made a decision that would change his life.

Mickelson walked into a boxing gym in St. Cloud, Minn.

It was late 1995 and Mickelson decided he would become a fighter. He put the gloves on and entered the ring with a seasoned boxer. Mickelson landed a fluke left hand, knocked the guy out and found his future career.

Fast forward to early 2001. Mickelson has won eight of his first 10 fights as a professional. He and his wife, Sarah, have a year-old daughter, Morgan. He knows he can't fight forever and has to somehow support them. He makes another decision that would change his life.

He joins the Army.

The Army agreed to delay his reporting date so Jeremy "Maverick" Mickelson, fighting out of South Carolina, could box on the under-card of a Roy Jones Jr. fight telecast by HBO. Mickelson lost by technical knockout to Dante Craig, a 2000

Olympic welterweight, that February night in the Ice Palace in Tampa, Fla.; and he reported to Fort Jackson, S.C., two days later.

With his professional boxing career on hold with an 8-3 record, Pvt. Mickelson hasn't lost his dream of someday making the big time in the ring. He re-entered the ring for the first time in six months in an open boxing tournament in Arab on July 28.

Mickelson, 24, won all three of his three-round fights and the trophy in the lightweight (160 pounds and under) division in the R-U Bad Boxing Contest that night at the North Alabama Sport Center. He got a technical knockout in the first round of the first fight and won his next two bouts by decision. He received the trophy and \$200 prize.

"It felt great," he said of his return to the ring. "I know I was rusty but it felt great."

2nd Lt. Sean Hicks, executive officer for C Company, 832nd Ordnance Battalion, accompanied Mickelson to the contest. Mickelson represented the soldiers of C Company, his unit, in the event. He is due to graduate today from advanced individual training in 55 Bravo (ammunition specialist) and then report to Fort

See Boxer on page 10

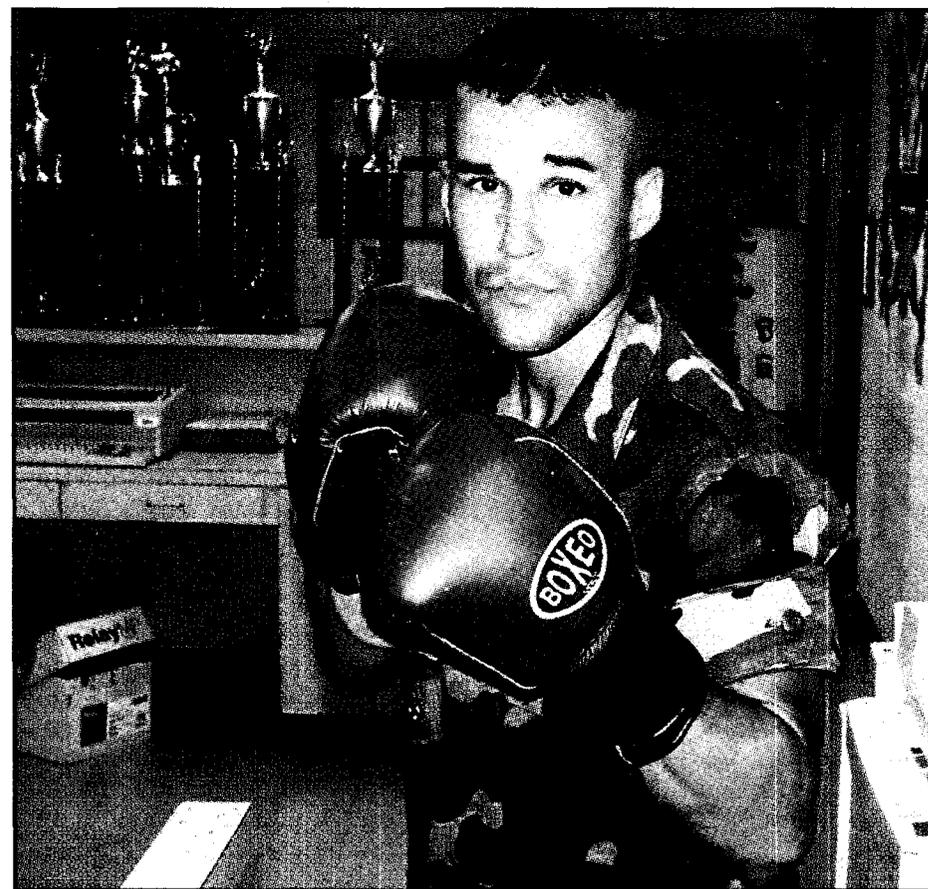


Photo by Skip Vaughn

TOUGH SOLDIER— Pvt. Jeremy Mickelson, who graduates today from advanced individual training, is a professional boxer who won an open boxing tournament July 28 in Arab.

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File photo

HEAVY LOAD— A Black Hawk helicopter slingloads an Avenger vehicle.

Black Hawk utility helicopter rebuilt for next generation

Recapitalization program turns old aircraft into new

By BOB HUNT
For the Rocket

In 1978 the first UH-60A Black Hawk rolled off of the production line at Sikorsky Aircraft Company, and the Army had its first new utility helicopter since the UH-1 Huey was introduced in 1959.

The Army originally planned to build a new aviation system every 20 years because that's about how long it can safely expect an aircraft to last the rigors of training and battle. Now, however, the Army plans to retire all Hueys by the end of FY '04, but there is no new utility helicopter in the works to replace the Black Hawk. So what's an Army to do if it intends to have utility aviation support in the Objective Force of 2020? The answer is recapitalize the Black Hawk: strip it down to its airframe, rebuild it with all new equipment and give it at least 20 more years of life.

That's a tall order. Today's Army has 906 UH-60As and about 500 UH-60Ls. The main differences between the two models is that the UH-60L has T-701C

engines with more horsepower than the A model's T-700 engines, and the L model also has an improved durability gear box.

"Black Hawk recapitalization will be a tiered, evolutionary approach," Col. Bill Lake, Utility Helicopters project manager, said. "Because the UH-60 is the Objective Force utility aircraft, we have developed a program to rebuild the Black Hawk to give it better capabilities, more durability and 20 years more service to our Army."

Transformation and growth Part 6 of series

This new, rebuilt Black Hawk, designated the UH-60M, will use the older L model's T-701C engines, gear box, windshield, heating system, and crashworthy seats, but it also includes many new features such as a digital cockpit with multi-functional displays, digital flight controls, global positioning, active vibration suppression, upgraded troop seats, improved infrared suppression, jamming and warning systems, and a revised fuel tank.

The Defense Acquisition Board in late March gave the UH-60M recapitalization

See Black Hawk on page 11

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BOUNDLESS

Good night's sleep makes a difference in job performance

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With today's busy lifestyle, it's easy to let sleep slide off your priority list. A shortage of sleep may affect your personal, professional or social life.

Some of the results of sleep shortages are: impaired memory and physical performance, more accidents during vehicle operation, decreased work performance, depletion of resources the immune system needs to protect the body, and mood swings (something every relationship can do without).

Perhaps you should re-evaluate the importance of sleep. Adequate sleep will reverse all of these situations and produce many positive benefits. Eight hours per day is recommended for adults (more for children and pregnant women early in pregnancy).

Try these strategies:

- Set a schedule which meets your sleep needs and stick to it
- Exercise (20-30 minutes 5-6 hours before bedtime is best)
- Avoid or decrease caffeine, alcohol and nicotine consumption

- Relax before bedtime
- Don't lie in bed and suffer when it is difficult to sleep, do something relaxing
- Establish a comfortable room temperature
- Eat your evening meal as early as possible

You should make every effort to avoid working under a "sleep debt." However, don't try to compensate by over-sleeping. Patterns of sleep shortage followed by excess sleep cause the body's "biological clock" to always have the wrong time and deficits will result.

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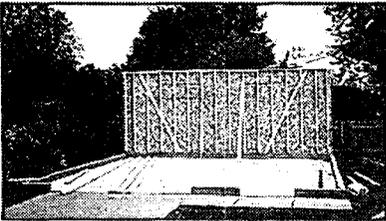
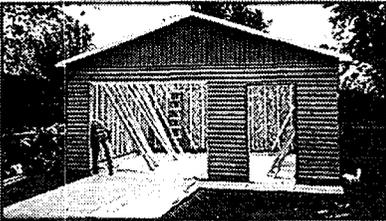
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Boxer hopes for Madison Square Garden bout

Boxer

continued from page 6

Benning, Ga., for three weeks of Airborne Training. Mickelson is to arrive at his permanent duty station of Fort Bragg, N.C., around Sept. 10.

As a member C Company, Mickelson was appointed as an assistant in his pla-

toon and scored a 300 on the Army Physical Fitness Test— including an impressive 10:50 in the two-mile run.

"He really is a good soldier," Senior Drill Sgt. Ken Tincknell said. "I think he will excel when he gets out there."

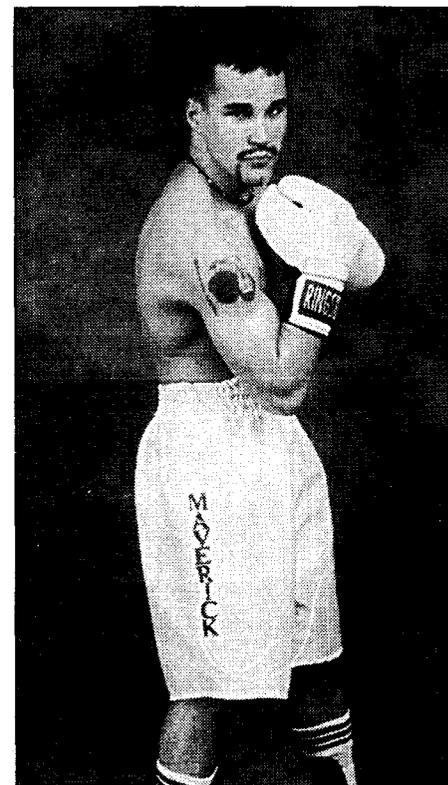
Mickelson will be a soldier for at least five years, longer if he decides to stay in. He graduated from high school in Foley, Minn., in 1995 and entered the ring later that year in nearby St. Cloud. He had one year of college at Florence Darlington Tech in Florence, S.C., which he considers his hometown. He had his first pro fight in April 1999 in Augusta, Ga., knocking down his opponent but losing the decision. He's 5-foot-9 and 160 pounds; and he usually fought as a junior middleweight (154). Managed by Billy Mitchum of Spartanburg, S.C., his 8-3 record includes two wins by knockout. He was only stopped by Craig's TKO.

"I guess I'm not a boxer-puncher, I'm a fighter," he said. "I'll come right at you."

Besides boxing he enjoys singing, hanging out with friends and "being a dad." His wife and daughter, now a year and a half, are staying with his wife's mother in Fallon, Nev.

"Madison Square Garden, hopefully, and then of course some kind of championship belt," Mickelson said of his boxing goals. "But if I hit Madison Square Garden, I'll quit. That's when I'll stop. I'll stop after that. But if I hit Madison Square Garden, that's a pretty big fight."

But he's already won his biggest fight to date — finding his way off the streets where he was in a foster home most of his life and a juvenile delinquent. Boxing turned his life around.



Courtesy photo

MAVERICK— As a professional, Pvt. Jeremy "Maverick" Mickelson is 8-3 including two wins by knockout. His pro career has been on hold since he joined the Army in February.

How High-Tech is High-Tech?



Dr. Gene Corfman

Are you aware of the new camera that can be swallowed as a pill to help diagnose gastrointestinal disorders? Have you seen the latest technology surrounding Magnetic Resonance Imaging and Computerized Tomography? Did you realize that without surgery, the technicians of today can "see" inside you with "x-ray vision" comparable to Superman of 30 years ago? The space age and computer technology has exploded with higher resolution and great compression on smaller chips to the point that we wonder where it can ultimately "end." This leads to better diagnosis, better treatment and longer life, thanks to science and technology. But, have you ever taken the time to ask yourself what would happen if, instead of better diagnosis, we had better methods of prevention? With better prevention and better health, there would be reduced need of better diagnosis. Why even do a heart surgery if the heart can be kept healthy? Why would we need a gall bladder removed if we could keep it healthy in the first place? And, why have back surgery if the back can be maintained regularly? Wouldn't it make more sense to eat well, exercise regularly, get regular chiropractic, medical and dental check-ups and avoid the degeneration of your body parts? Wouldn't it also make sense to keep the nerve energy going to all of the organs, rather than to later have to cut them out altogether? Chiropractic can be a preventative both of spinal problems and many systemic problems that develop when nerves are pinched. Chiropractic is high tech in a different way. Call me today at 650-0051.

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Guard unit in Connecticut gets aircraft nitrogen generator

The 1109th Aviation Classification Repair Activity Depot, Connecticut Army National Guard has become the first Guard unit to receive the Generic Aircraft Nitrogen Generator.

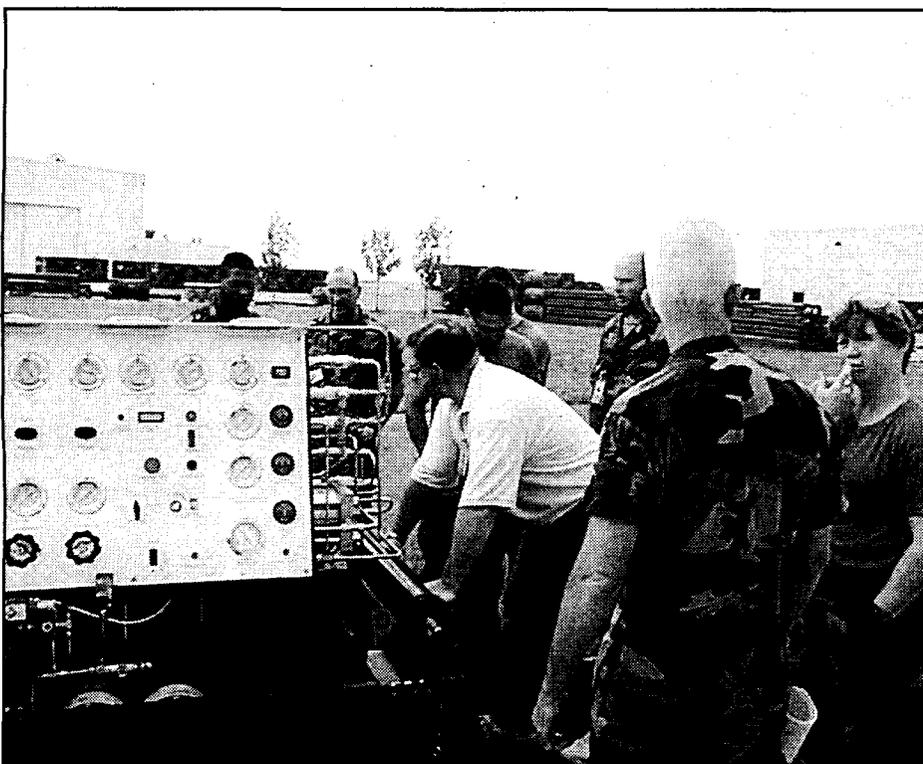
Called GANG for short, this new equipment will provide the user a source of at least 95.5 percent pure nitrogen up to 4,400 psi. Nitrogen is required to service aircraft tires, struts, rotor blades, and accumulators. It is also used to purge aircraft fuel cells of any flammable atmosphere before performing maintenance inside the fuel cell.

The AVCRAD is preparing to deploy to Egypt to support the Bright Star exercise.

It will be supporting aircraft from the 4-3 Regimental Aviation Squadron, the 571st Air Ambulance Company, Fort Carson, Colo., and the 24th Air Ambulance Company, Nebraska Army National Guard.

With the capability of the GANG, deploying units will not have to rely on the local economy for supplies of bottled nitrogen. The GANG can also supply dry shop air to power air tools used on the flight line.

During the next two years, a total of 54 GANGs will be fielded to active Army, National Guard, and Reserve Aviation Intermediate Maintenance units worldwide.



Courtesy photo

GANG'S ALL HERE— Frank Dennis of the Aviation Ground Support Equipment Office provides new equipment training to members of the 1109th Aviation Classification Repair Activity Depot, Connecticut Army National Guard.

Utility helicopter getting new life

Black Hawk

continued from page 8

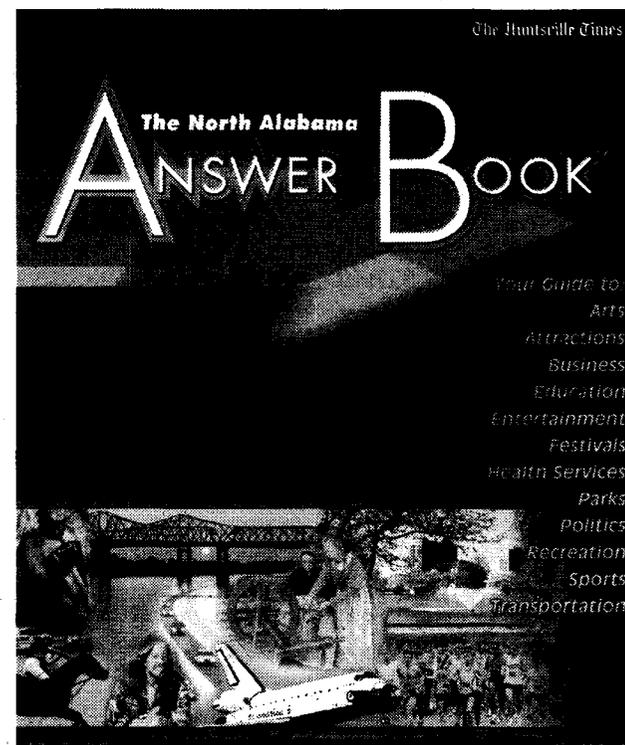
effort a green light to proceed toward system development and demonstration. In May AMCOM awarded a \$220 million contract to Sikorsky to produce four prototype UH-60Ms. Under this contract, Sikorsky will convert a UH-60A into a UH-60M, a UH-60L into an M model, a UH-60A (medical evacuation) into an M model, and build a new production M model from scratch.

"We then plan to enter low-rate initial production of the UH-60M in FY '04," Lake said, "and eventually increase production around FY '07 to about 70 air-

craft per year until 2024." Of those 70 aircraft per year, about 60 would be recapitalized Black Hawks and about 10 would be new production models, he said. The Army plans to convert all 900-plus UH-60A models and some UH-60L models to the M configuration and build some new production M models, as well. A total of 1,217 UH-60Ms are planned.

The introduction of the UH-60M means more than just another 20 years of life for this utility aircraft. "The best news is that we expect the M model will reduce operation and support costs by \$500 per flight hour compared to the A model," Lake said, "and we will demonstrate those savings during system development and demonstration."

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Bat submunition wins international recognition

Awards ceremony held during Paris Air Show

By SANDY RIEBELING
Staff writer

It's a tough job, going to Paris, but someone from the Army Tactical Missile System/Bat Project Office had to do it.

Bill Ruta, as the assistant project manager, Army TACMS-Bat, went to Paris to accept an award from Flight International magazine for the Bat submunition that was named a finalist in the magazine-sponsored aerospace competition.

"I was really impressed with the caliber of the presentation," Ruta said. "It was sort of like the Oscars for the international aerospace industry."

The competition entry in the space and missile category was based on a development test done a year ago by the Army at White Sands Missile Range, N.M., which was the culmination of 10 years of development using a combination of acoustics and thermal sensors to acquire a target.

During the test, 13 Bat submunitions were dispensed by an ATACMS carrier missile at supersonic speeds above an array of 21 moving armored vehicles. Using the onboard acoustic sensors to determine the location and extent of the targets, the Bats maneuvered, allocated and attacked the targets. Nine Bats suc-

cessfully impacted eight separate targets.

"The (Bat) system has two ways to identify and locate a target," Lt. Col. Bill Brefeilh, product manager, Block II/Bat Missile System, said. "The first way is through sound, much like a live bat does. Then, when the bat is within the specified area, it tells the IR seeker to start looking for heat. It's a glider so there's no motor. Thirteen Bats are delivered by a missile at one time."

The entry was a joint effort between Northrop Grumman, Bat submunition prime contractor, and the Army. W.J. Hoff, vice president and general manager, Aerospace Systems Division, Northrop Grumman, accompanied Ruta and his wife on the Paris trip.

The system is in low rate initial production for 24 missile systems, which uses 312 Bats and is expected to be fielded in the second quarter of FY '02.

Israel Aircraft Industries won the competition's space and missile category with the operational capability of the Arrow antiballistic weapon system. The joint U.S.- Israeli programs to develop Arrow are co-managed by the Arrow Product Office, PEO Air and Missile Defense, located in Huntsville.

The Army TACMS/Bat Project Office and the Multiple Launch Rocket System Project Office merged Monday to become the Precision Fires Rocket and Missile Systems Project Office.

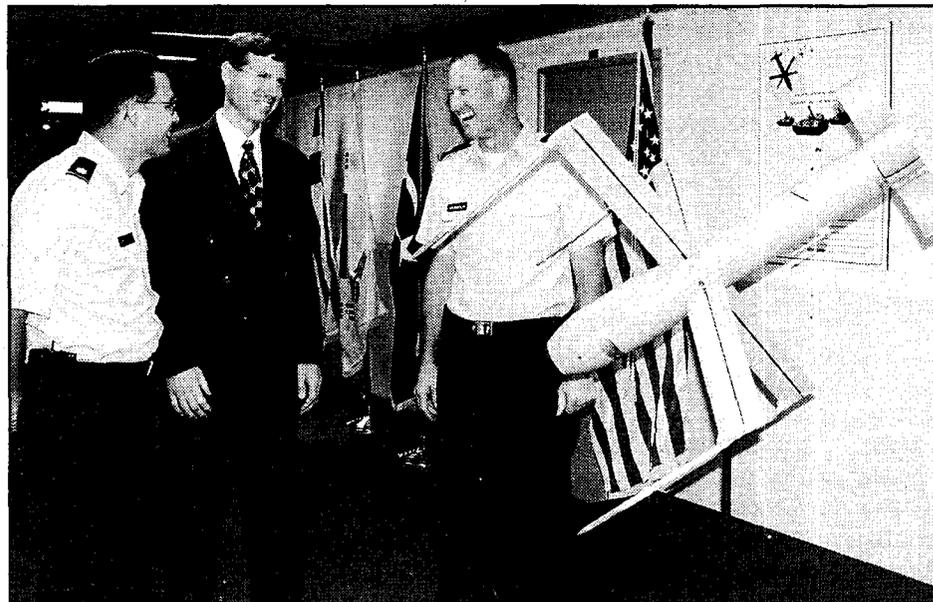


Photo by Sandy Riebeling

BAT-TING 1000— It's time to celebrate for the Army Tactical Missile System/Bat Project Office. The Bat submunition was named as a finalist in the Flight International magazine's aerospace industry competition June 18. Standing next to the Bat are from left Lt. Col. Bill Brefeilh, product manager, Block II/Bat Missile; Bill Ruta, assistant project manager, Army TACMS/Bat Project Office; and Col. Kelley Griswold, project manager, Army TACMS/Bat.

Uncommon contracts awarded for Common Missile program

The Army announced July 31 that Raytheon, Tucson, Ariz., Lockheed Martin Missiles and Fire Control, Orlando, Fla., and the Boeing Company, Huntsville, have received risk reduction, concept and technology development Common Missile contracts.

Raytheon's 27-month contract totals \$4,371,356. Lockheed Martin's 30-month contract totals \$4,665,518, while Boeing's 30-month contract totals \$4,135,326.

Eventually, the Army's inventory of TOW 2A, TOW 2B and Hellfire missiles will be replaced by 73,000 common missiles, with low-rate initial production scheduled for fiscal 2008 and first unit equipped in fiscal 2010.

Under the contract terms, the three

companies will design, develop, demonstrate, validate simulations and identify critical common missile technologies. Those preliminary design presentations are to be ready in fiscal 2003 so that the Army will be in a better position to evaluate the capabilities to build the CM.

That evaluation then will lead to a performance specification and a request for proposal, also in fiscal 2003.

CM fully supports the Army chief of staff's initiative to achieve first-round kills with smaller-caliber solutions. CM also supports the battlefield commander's operational and logistics flexibility by providing a common-caliber system for both air and ground use while achieving life cycle cost savings.

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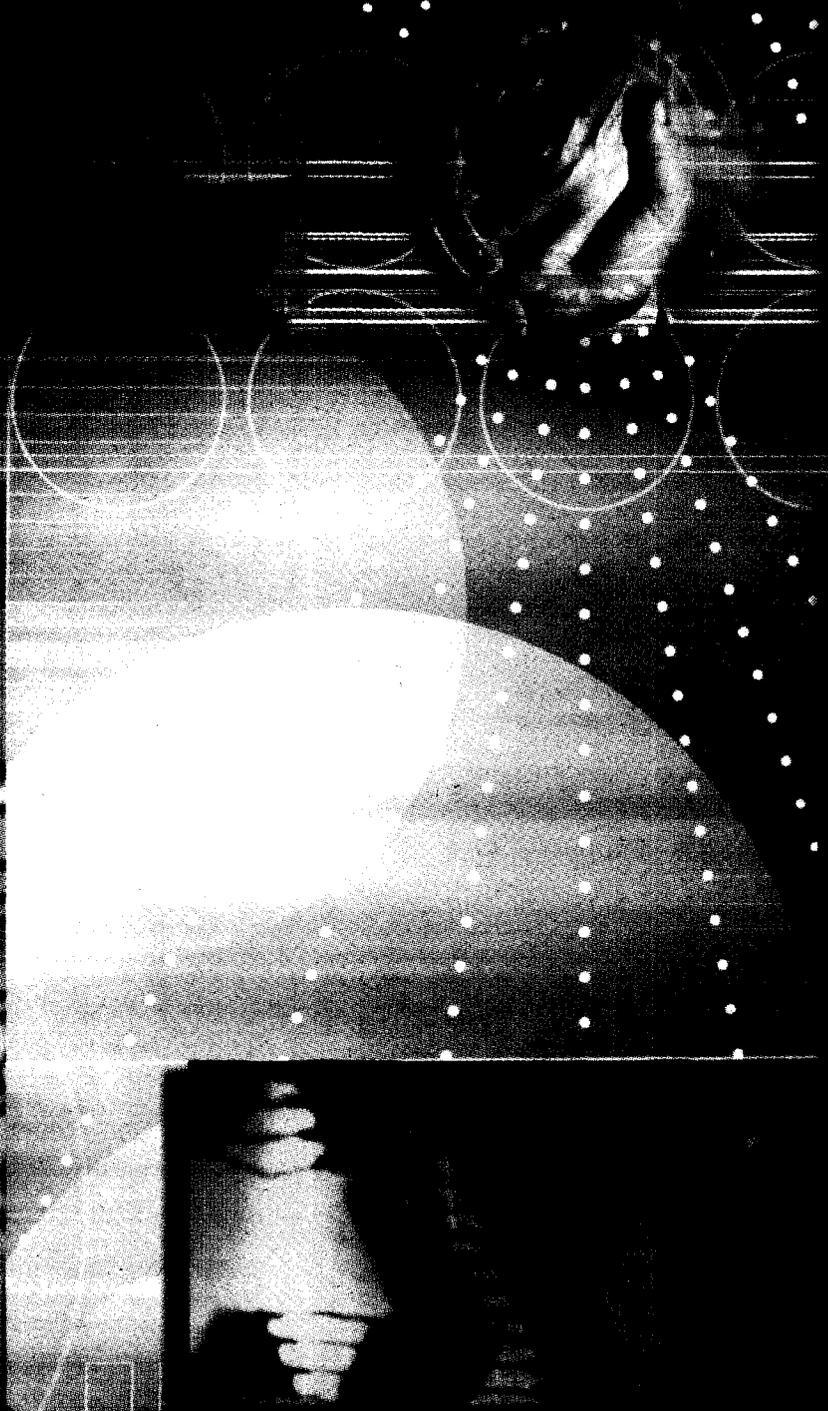
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ENGINEERING AND TECHNOLOGY CAREER FAIR

How to sell yourself in your interview

Be prepared to present your own personal sales pitch

By **SUE DYE BABSON**
Knight Ridder News Service

Your No. 1 goal in a job interview is simple: Sell yourself.

And there's no better way to do just that than by going in well prepared.

"Selling yourself is a learned skill," said Bea Ludwig, human resources coordinator for Kaiser Permanente. "The more you practice it, the better you get at it."

Here are ideas for preparing and presenting your personal sales pitch, according to area experts:

- Get samples of your work product in front of the interviewer. Ahead of time, pack them up to go in with you. And think about how to pull them out at the first lull in the conversation.

- "Samples can prove something about your writing skills or thought processes," said Jay Meschke, senior vice president for EFL Associates/Transearch, an executive search firm. "If there's confidential information in your samples, just black that out."

- Distinguish yourself by giving your future employer something others won't.

- "It's appropriate to ask, 'Is there something I can do to distinguish my candidacy from others you've interviewed?'" Meschke said.

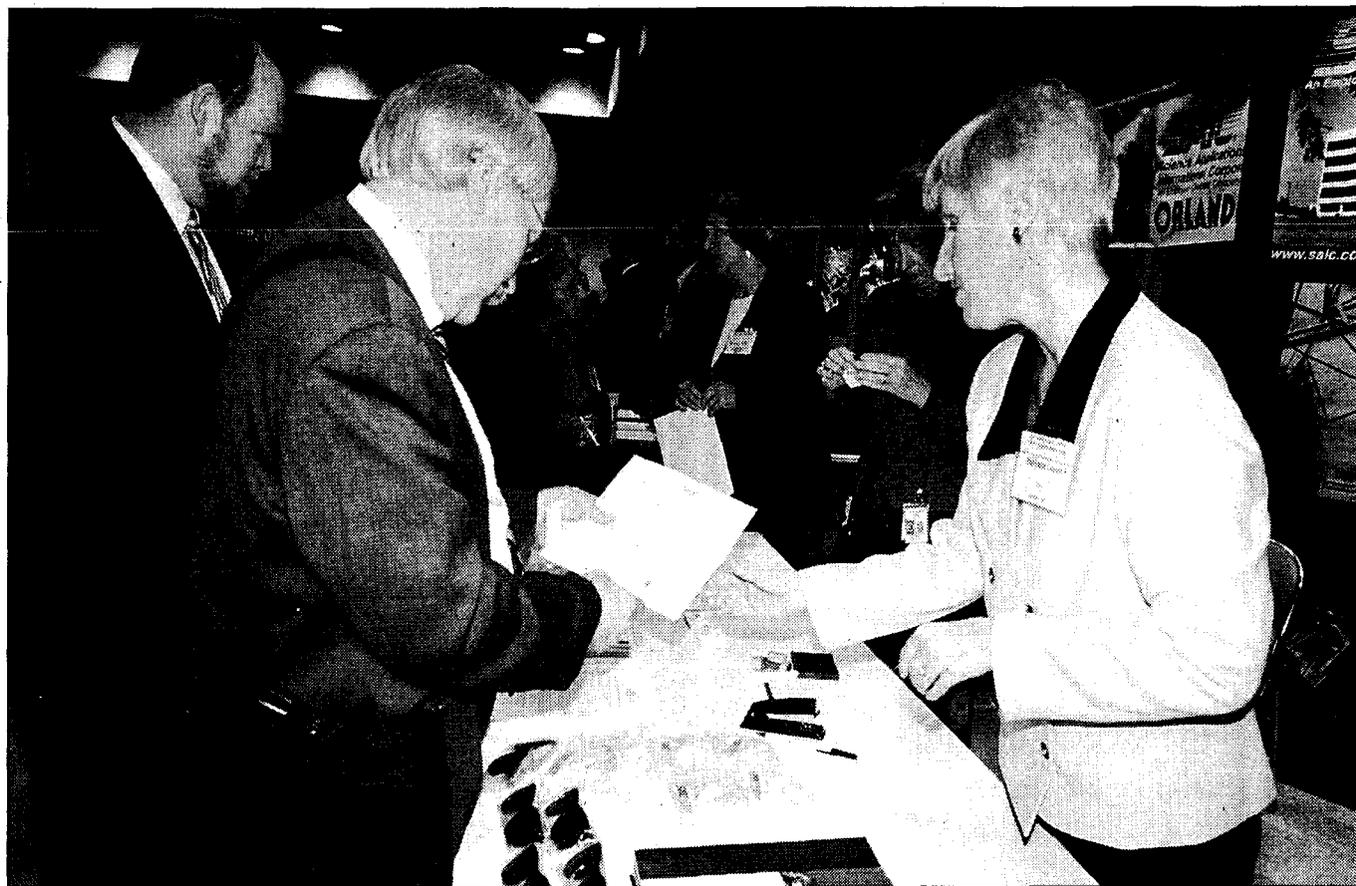
- If the employer doesn't know what you can do, volunteer an idea. "What if I wrote a paper about how the Internet might affect your business?" Meschke suggested.

- Be prepared to tell why you really want to work there.

- "Why is that company your first choice?" said Lisa Farr, human resources manager/risk manager for the seven Kansas City area facilities of Prime Health Medical Group, a subsidiary of Family Practice Associates. "Saying you saw their ad and need a job is honest, but it doesn't show much enthusiasm."

- Be ready for testing.

- Practice, practice, practice those interview questions.



Huntsville Times file

Be sure to bring plenty of resumes to The Huntsville Times' Engineering and Technology Career Fair on Tuesday.

Be proactive when discussing possible new job

Prospects who are engaging get their foot in the door

The Associated Press

NEW YORK — Next time you're in a job interview, don't just sit there. You might even express some interest in what the company is looking for.

"My corporate contacts beg me for employees who are proactive, questioning, thinking and engaged with life around them," says Barry Miller, associate director of career services at Pace University.

But, says Miller, only 5 to 10 percent

of young college graduates today are truly proactive. "Can you imagine bowling blind? Young job applicants do it all the time by going into interviews unprepared. Then they wonder why they didn't get the job."

Narcissistic culture

He blames a narcissistic culture for the lack of creative, entrepreneurial young people. "Television was their baby sitter. They became passive learners.

"The biggest problem is that today's young men and women talk too much about themselves without asking the

prospective employer what he or she needs."

Miller says he sometimes recommends acting lessons for job hunters. "It teaches how to have an objective, look for cues, use body language, develop conversational skills, be present, and it builds self-confidence."

He also points to the standards in interview prepping: Research the company and the industry. Show interest in the company. Talk to people who work there. Find out about the company's culture — how their people dress, communicate, and how it presents its image. Find out about the person who will be interviewing you. Pay attention to

Preparing for the fair

- Determine which exhibitors you want to visit. Research these companies by visiting their home pages on the World Wide Web. This research may help you prepare questions to ask at the fair.

- Make sure your resume is error-free and printed on high-quality bond paper. Good color choices are white, ivory and gray. Your resume should use active verbs, highlight skills and accomplishments and list your experience in reverse chronological order.

- If you have strong references, attach a list of references (a minimum of three) to your resume. Make sure that your references know you've listed them as a reference and that they have a current copy of your resume.

- Keep in mind that gray, navy and camel are good, conservative colors for women to wear for interviews. Navy or medium to dark gray suits are good color choices for men.

Interviewing tips

- Maintain good eye contact during your conversations. Typically, you should look at the other party at least 65 percent of the time.

- Always give a firm handshake. This says you are confident, honest and professional.

- Remember the names of the people you meet, and use their names during your conversation with them.

- Collect business cards from the company representatives you meet. If someone interviews you on the spot or spends a good deal of time speaking with you, send them a personal thank-you note within one week.

- Present yourself with confidence — but not arrogance. In today's competitive job market, you must be able to "sell" yourself.

- Smile enough to convey your enthusiasm and good attitude, but don't overdo it or you might not be taken seriously.

how the interviewer reacts, to pick up cues about what you should be talking about. Demonstrate to your interviewer that you have goals, that you think strategically, that you're not random in your approach. And think positively.

When discussing your qualifications, relate your experience to the job you're seeking. Tell the interviewer what you learned from your previous work. Be sure to mention your knowledge of computer skills.

Miller counsels job seekers to keep in mind that how they handle themselves in the interview reflects what kind of employees they will make.

ENGINEERING AND TECHNOLOGY CAREER FAIR

Sales as a second career can be a daunting change

Look for skills you have that can transfer to selling a product line

By **VICTOR GODINEZ**
The Dallas Morning News

DALLAS — Sales is a popular choice for people considering a career change, industry experts say. Newcomers typically perceive opportunities as plentiful, an outgoing personality as the biggest prerequisite and potential earnings as unlimited.

Mark Rednick doesn't recommend they knock on the doors of industry recruiters, but he said

that with the right approach and preparation, career changers can successfully make the switch to sales.

"Don't go to people like me, because we'll interview you, but our clients pay us through gritted teeth and they want to get somebody with more experience and accounts," said Rednick, president and founder of MRI/Sales Consultants of Dallas (www.scdallas.com). "They don't want to pay \$15-, \$25-, \$30,000 for somebody, to them, who is off the street with no experience and is a total gamble. They can find total gambles on their own."

Victims of recent job cuts are

joining others in the market for sales jobs this summer. Rednick and other experts advise that they figure out what knowledge or skills they can offer to a potential sales employer and then find an entry-level position they will enjoy.

Cheri Butler, director of Career Management Resources (www.careerdev.org) in Hurst, Texas, said aspiring salespeople leaving a different profession need to focus on transferable skills.

"If you were coming from a customer service background, obviously building rapport and dealing with difficult people are

skills that would be transferable to a sales job," she added.

Taunee Besson, a career management fellow and president of Career Dimensions in Dallas (www.careerdimensions-dfw.com), said sales job seekers should also consider selling the product or the industry they previously have worked with.

"So if people in technology positions want to go into sales, probably the easiest place to make the transition would be in a high-tech situation, because this way, the company would have somebody who really understands the underlying product or service and also has the peo-

ple skills to make it plain and discuss things with the customer," she said.

Even with those transferable skills, Rednick said, someone new to the sales profession after an extended stay in another profession should be prepared to start at the bottom.

"No one goes into retail at 54 to a fabulous career, because they're trying to bring these young kids out of school with MBAs and make them buyers and that's their fast-track," he said. "You're not going to go out there and sell ties and make \$75,000 and get promoted to the presidency."

Second-career salespeople also need to find a company or an industry they can get interested in, Rednick added.

"Do the process of elimination and try to boil down the industries and markets you have a zeal for, because the one thing that can overcome a lack of experience is zeal," he said.

The worst mistake is to follow the money, Besson said.

"People really need to take a look at what it is that comes naturally and that they're really going to enjoy doing, because money begins to pale pretty quickly if you're struggling," she said.

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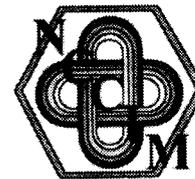
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ENGINEERING AND TECHNOLOGY CAREER FAIR

More employers see need to improve e-mail skills

Business schools, managers see writing as a skill worth honing

By **CANDACE GOFORTH**
Knight Ridder News Service

AKRON, Ohio — Forget casual Friday. Employers worried about the image their workers are projecting to prospective clients and business associates should take a look at the sorts of things being sent out on company e-mail.

Chain letters and silly jokes aren't the problem: It's the incomplete sentences, misspellings and rambling thoughts flying through cyberspace in the name of doing business.

E-mail is easy and fast. Sometimes those traits translate to sloppiness, and that reflects on writers and the organizations they work for, communications experts say. As a result, some business schools and a number of observant managers are beginning to see e-mail writing as

a skill worth honing.

From the beginning, critics of popular culture have bemoaned the growing popularity of electronic messaging, suggesting it would spell the end of the art of letter writing.

But, at least in professional circles, e-mail has increased the need for writing skills — perhaps more than managers realize, said Dianna Booher, the Dallas-based author of *E-Writing: Twenty-First Century Tools for Effective Communication*.

"They don't consider it writing," Booher said. "People just think of it like the telephone or voice mail — that it won't last forever."

Chances are, it will last forever, or at least long enough to damage a reputation, she said.

"E-mail can be forwarded to the world, and your career image rests on people seeing your writing," said Booher, who holds seminars and workshops to help organizations teach their employees to communicate using the written word. "They can't

follow you around and see you make decisions or solve a problem. They just see what you write down. . . . And if you are careless in your writing, they'll assume that's the way you put together your product."

At FirstMerit Bank in Akron, Ohio, writing online is taken as seriously as writing on letterhead, said Joe Haren, the bank's chief Web officer.

Many of the company's Internet banking customers use e-mail as their main method of correspondence. Haren said customer service agents who traditionally would spend most of their time on the telephone are now required to communicate in writing.

"I think there is a tendency to be careless (with e-mail) if professionalism isn't enforced," Haren said. "E-mail started out as informal communication — spelling didn't count, punctuation didn't count. It was just, get it out there. It's important . . . that we don't see it that way. These are communications with cus-

tomers. They're just as important, just as viable, as the U.S. mail."

With that philosophy in mind, the bank places greater importance on writing skills when hiring for customer service jobs in the Internet banking group, said Jeanine Tate, assistant vice president and service operations manager for FirstMerit's customer contact center.

"(An e-mail) may be your only correspondence with a person," Tate said. "That's why it has become even more important that the written communication skills be very strong."

College business courses are responding to that need.

Since the early 1990s, e-mail has been included in college business-writing textbooks, said Diana Reep, chairwoman of the University of Akron's Department of English. Now, entire chapters are devoted to the topic.

"We cover e-mail protocol," said Reep, who teaches business writing and professional writing

classes. "We still want complete correspondence, with proper grammar and punctuation."

Reep said a certain amount of informality is acceptable in e-mail correspondence — a more conversational tone, for instance, is a reasonable nod to the medium's casual roots.

But the rules of etiquette and professionalism still apply. For example, she said, one of the first casualties of the e-mail revolution was the greeting and salutation — that is, "dear" and "sincerely" — both of which belong in business e-mail.

"A lot of companies are conducting their business a great deal over e-mail," she said. "The more you use it, though, the more important and formal it should be."

Booher said one of the worst mistakes people make is stream-of-consciousness writing — filling their e-mails with irrelevant information.

"That has the same effect as if we were to call the credit card company and say, 'I have a

charge here that is not mine,' and the representative were to say, 'Well, last week Sara gave me this file, and you don't know Sara, but she said. . . .' Your whole impression of that representative's ability is negative. You don't even know if she understood what you said," Booher said.

In fact, the representative in that scenario may be hard working, creative and more than capable of handling the problem. But, Booher said, just as with e-mail, none of that matters if the message isn't conveyed well.

"Think before you write," she said. "You should be able to summarize your message in a sentence or two. If you can't, you aren't ready to write."

"You are judged on your capabilities, and your technical capabilities are often based on your writing skills. You may have a brilliant idea, but if you can't communicate it, it will never go anywhere."

Relocation specialists standing out in real estate profession

Industries are tapping experts for the needs of moving workforces

By **PATRICIA V. RIVERA**
The Dallas Morning News

DALLAS — Ten years ago, Lela Nichols sought the little-known designation of Certified Relocation Professional as a means of standing out from her peers in the real estate industry.

"It's such a competitive market that you have to do whatever possible to set yourself apart," said Nichols, an agent at Ebbby Halliday Realtors in Ar-

lington, Texas.

The CRP designation, introduced in 1990, promised a niche — and in Nichols case, it delivered. These days, Nichols devotes 80 percent of her work to assignments received as a result of her relocation expertise. She handles everything from home appraisal to school selection and even expense tracking.

About 43 million Americans changed residences in 1999, according to the U.S. Census Bureau. That amounts to 15.9 percent of the population, a drop from 1988, when it peaked at 20.2 percent. The good news for specialized professionals, howev-

er, is that corporations are increasingly using outside vendors to handle their transferees' needs.

According to the nonprofit Employee Relocation Council in Washington, one-fifth of corporate survey respondents said that in the last five years, they had contracted out part or all of their relocation services. Some families also look for relocation specialists.

Both groups are increasingly tapping professionals with a background in real estate, titling and mortgage to handle what human resources specialists once did.

The Employee Relocation Council administers the Certified Relocation Professional designation, which formally recognizes those who have mastered extensive knowledge on the principles and practices of relocation. There are 5,147 CRPs nationwide.

Sheri Schaffer, the council's director of professional development, said about 700 people take the exam each year.

The exam focuses on issues related to real estate, relocation appraising, corporate relocation policies, relocation taxes and law, and family impact.

Professionals must be ready to answer questions about demographics, labor and infrastruc-

ture, convenience and reliability of transportation and shipping, local attitudes toward acceptable commuting time, and the cost and complexity of local building codes.

"Every year we think that we've found just about everyone who's going to be interested in the designation. Then the following year we get another 700 to 800 candidates. The interest is unbelievable," she said.

Gail Plummer, executive vice president of Dallas-based AmeriCorp Relocation Management Inc., said that as an employer she prizes the designation.

"It tells me that they've acquired a wide body of information on all aspects of relocating

a family," she said.

AmeriCorp — which helps with real estate transactions, sets up house-hunting trips, arranges moving vans and deals with expenses — doesn't require that its 145 employees pursue the designation.

"We encourage our people, and we've found that all our consultants who deal with transferees on a daily basis go after it on their own," she said.

Nichols, the Ebbby Halliday Realtor, said her relocation knowledge has made a difference in the quality of service she offers.

She's more attuned with how the move affects all aspects of a family's life. The payoff comes through increased business. ●

ENGINEERING AND TECHNOLOGY CAREER FAIR

Web offers abundance of relocation resource sites a click away

Find everything from school information to moving companies

By **GARRETT WASNY**
Knight Ridder/Tribune

Planning a move? You're not alone. The U.S. Census Bureau reports that one-sixth of all Americans — an estimated 43 million people — move every year. Throughout their lifetime, the average American will move 12 times, a rate higher than any other country in the world.

Why do people move? According to the American Moving and

Storage Association, approximately 40 percent of moves are corporate relocations, 42 percent are for personal reasons and 18 percent are military or government relocations. Most relocations take place during the summer — almost half of all moves occur between the beginning of May and Labor Day — and many involve children: an estimated 13 million children up to age 19 move each year.

Here's a grab-bag of some of the leading e-resources you may use to do everything from scout out new places to live to get moving quotes to fill out change-of-address forms.

■ **Moving portals:** Your first step should be to scan the leading moving portals, which provide virtual libraries of moving information and hundreds of relocation resources. An example is the American Moving and Storage Association at <http://www.moving.org/>. An alliance of some 3,000 professional moving companies across the United States, the Association provides tips on how to find a professional mover and e-worksheets you can use to evaluate prices and compare services of moving companies.

Part of the popular Monster.com career portal, which of-

fers hundreds of thousands of job listings, Monster Moving at <http://www.monstermoving.com/> features home and apartment listings galore and cash-back incentive programs.

An award-winning hub, Moving at <http://www.moving.com> delivers guides in seven categories including real estate, storage, financial services and home services. Lesser known although still valuable is Relocation Central at <http://www.relocation-central.com/>, a nationwide directory of relocation services from auto shippers to roommate services to property managers.

■ **Moving research databases:**

A number of e-services allow you to conduct detailed searches and comparisons of locations nationwide. Featuring profiles of more than 1,000 cities, Best Places at <http://www.bestplaces.net/> allows you to compare urban areas using some 30 variables including housing, crime, health and climate. The Insiders Guide at <http://www.insiders.com/> serves up the inside scoop on what it's really like to live and work in a particular area. Movers with school-age children should definitely check out the the School Report at <http://www.theschoolreport.com/>.

■ **Moving e-tools:** A host of online tools can simplify your moving calculations and budgeting. Providing dozens of relocation-related calculators, HomeFair at <http://www.homefair.com/> features a salary calculator that compares the cost of living in cities across the United States and around the world, a community calculator that identifies U.S. neighborhoods with similar demographics and a lifestyle optimizer that allows you to create a customized top-10 list of places to live based on variables such as housing prices and tax rates.

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ENGINEERING AND TECHNOLOGY CAREER FAIR

Recruiters advise job seekers to ask questions, dress the part

Candidates should know the companies and get to the point

By **CRAYTON HARRISON**
The Dallas Morning News

DALLAS — Sheila Pollacia and Judy Reynolds have one message for workers who approach their booth at a job fair: Come prepared.

The recruiters for Alcatel SA, a French telecommunications company with its U.S. headquarters in Plano, Texas, are preparing for a busy season of job fairs.

Job seekers have to impress the two recruiters because they control where all the resumes go.

Pollacia and Reynolds want candidates who do their homework before they approach the booth.

"One of the things you shouldn't say to a recruiter is, 'What does your company do?' It shows you're really not serious about your career," Reynolds said. "People who approach the booth knowing that we're heavily involved in the optics space, even if they don't have experience in optics, are a lot more attractive candidates."

Recruiters can normally spend only about three or four minutes on each candidate at a job fair, so a candidate who has not researched a company is wasting valuable time, Reynolds said. Normally, she'll go into a quick summary of Alcatel's business, hand the candidate a brochure and move on to the next candidate.

It's easy to know which candidates are really interested and which are just playing the game, said Paige Klatt, human resources director for Springbok Technologies, a Dallas public relations firm specializing in technology clients.

Before going to a job fair, a candidate should look at the list of companies represented and pick some that seem the most attractive. Then they should check the companies' Web sites to learn about their lines of business and their plans for the future, Pollacia said.

Other ways job seekers can impress recruiters:

■ Dress the part, said Michelle Justiss, corporate trainer for Springbok. "If for some reason candidates don't take care of their appearance prior to meeting us, they may not do it with

clients," Justiss said.

Present an outgoing, confident image, Klatt said. "Shake the recruiter's hand, maintain eye contact and smile pleasantly."

■ Don't ask too many questions about what recruiters will do with your resume after the job fair, Pollacia said. "That can come off really negatively, because they need to understand that this takes time, and we're not going to release managers' names."

■ As a rule of thumb, don't call a recruiter to follow up on a meeting at a job fair. Wait about

six months and send an updated resume to the recruiter so the company knows about any skills you've added, Pollacia said.

■ Don't discuss compensation, Klatt said. Wait until you have an interview with the company, she said.

■ Don't take it personally if a company doesn't call you, Reynolds said. "We try to be up-front about whether we have something that fits a candidate, and we prefer that they leave the situation in our hands."

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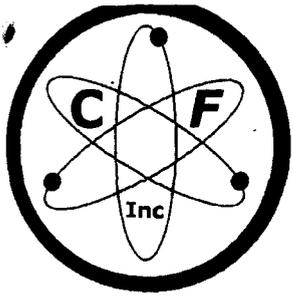
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Visit us at our Northrop Grumman booth at The Huntsville Times Career Expo, August 14, The Huntsville Marriott. We will be accepting resumes at the Expo or by e-mail: hr@MRDOC.cc.

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Partnering job seekers with potential employers

Times Career Fair attendees are seeking technical and engineering expertise

Wanted: Technical job seekers with experience in their chosen field willing to pass out their resume and talk with potential employers about their qualifications.

If you are a job seeker with an engineering or technical background, then your attendance is very much desired at *The Huntsville Times'* Engineering and Technology Career Fair on Tuesday from 11 a.m. to 1 p.m. and from 3 to 7 p.m. at the Huntsville Marriott.

The Career Fair, hosted by *The Times* three times a year in March, August and December, has become a hotbed of resume activity for technical job seekers — both those who are actively seeking employment, and those who are employed but may be interested in improving their employment position (known as passive job seekers).

"We usually have between 1,200 and 1,400 attendees who are qualified to work in the high-tech fields," says Sheila Runnels, *The Times'* classified advertising manager.

"The need in our city is for technical employees. That is specifically what Huntsville is all about, so that's what we focus on in our career fairs."

Technical market

While other cities such as Birmingham may organize a general job fair or a medical job fair, Runnels says a technical job fair is more in demand in Huntsville "given the market we've got and the areas of expertise that we have here. In fact, companies from other parts of the country will come to our job fair because they know we have a market of highly technical employees."

In actuality, the three annual career fairs are a continuation of what *The Times'* classified section does best — matching advertising employers with qualified job applicants.

"*The Times* is the No. 1 provider of information in this market to find out about available jobs," Runnels says. "It just makes sense for us to partner with companies to make it a face-to-face job search."

Companies come back

Twenty-two technological companies will be represented at the August Career Fair.

"We have a lot of repeats," Runnels says. "At the end of each fair, we ask them to fill out a questionnaire to give us feedback."

"The comments are always positive.

"Huntsville is one of the top 10 technical cities in the nation. We need mechanical engineers and maintenance employees, so Huntsville is a good place to look for them."

Russell Bearden, Denso Manufacturing

The exhibitors are pleased with the turnout and the logistics of our career fair, and they are blown away with the qualifications and experience level of our applicants. Our exhibitors come back time after time because we do deliver qualified employees."

One repeat local employer is Sverdrup, which provides advanced technology engineering services to government and industry. Company representatives hope to recruit potential employees for a number of engineering jobs, such as electrical, structural and mechanical engineering, and business services positions including budget analyst, senior program analyst and power balance analyst.

Worth the time

And although Denso Manufacturing is 200 miles from Huntsville in Maryville, Tenn., Russell Bearden says it is well worth his company's time to be a part of the Career Fair.

"Huntsville is one of the top 10 technical cities in the nation," says Bearden, who works in human resources in charge of employment. "We need mechanical engineers and maintenance employees, so Huntsville is a good place to look for them."

This will be the first Career Fair for Denso Manufacturing, which makes starters and alternators, instrument clusters and electronics for the auto industry. The company has about 3,000 employees and is in an expansion mode.

"We will do interviews at the Career Fair," Bearden says. "There will be no hiring on the spot, but doing interviews there would surely speed up the process. If after an interview we are further interested in someone, then we will invite them to our facility for an interview."

During each Career Fair, *The Times* also asks attendees to fill out a ques-

tionnaire so that organizers can adapt future Career Fairs to the needs of community.

"We work with Expo Experts out of Cincinnati to put these career fairs together," Runnels says. "They really specialize in technical career fairs and they know what works in a technical market. The questionnaires further help us to make sure we are giving the community the kind of career fair that is needed here."

The questionnaires ask fair attendees for information about the type of work an attendee is currently employed in, what they are interested in and what their experience level is.

"We really want to match our career fairs to the market," Runnels says. "The attendees give us information that we need in order to continue to do good quality career fairs."

Bring resumes

Each attendee should arrive at the Career Fair "loaded with resumes," Runnels says.

"I think they should treat each exhibitor as companies that are very much interested in what they have to offer," she says. "They should be ready to talk about their strengths, expertise and experience. They need to prepare themselves to be interviewed."

While most exhibitors will have information on their company to show each potential employee, those employees in turn should have their qualifications on paper.

Although promotional advertisements for the Career Fair stress that employers are looking for candidates with at least two years experience, Runnels says no attendee will be turned away from the fair.

"Even if someone doesn't have the two years of experience, they should come to the Career Fair and see what it is all about," she says. "They may be able to find a lead on a job that would work for them. You just never know what will happen at a fair like this."

In some cases, if a job seeker is qualified for a position, potential employers may choose to use one of the fair's interview booths for a more in-depth interview.

"Whether an exhibitor uses the interview booths really depends on if they have other people who can take care of things in their booth while they are interviewing," Runnels says. "Different employers will do different things. The service is there in case they want to take advantage of it."

On the Web

The Career Fair will not end at the close of business on Tuesday. Rather, it

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- Bell Helicopter TEXTRON Inc.
- Camber Corp.
- Cohesion Force
- Denso Manufacturing
- Eaton Corp. Vickers Fluid Power
- General Dynamics
- Honda Manufacturing LLC of Alabama
- Lockheed Martin Missiles and Fire
- NCCIM, LLC
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- SAIC
- SCI Systems
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- United Space Alliance
- Westar Corp.
- Westinghouse Anniston
- XonTech Inc.

will continue for 30 days on the Internet at Alabama Live (al.com). Job seekers should go to al.com, then click on "Find A Job" and look to the left of the screen where they will find information about *The Times'* Career Fair.

"The day after the show we will have ads promoting a virtual job fair at Alabama Live," Runnels says. "We will put jobs on the virtual job fair that were advertised at the Career Fair as

well as additional job openings from our exhibitors.

"Although this site has been popular, our exhibitors as well as job seekers know the value of a face-to-face interview," Runnels says. "For that reason, the virtual job fair can't possibly replace the Career Fair, but it can serve as a continuing compliment to the Career Fair."

Training division should benefit warrant officers

Missile school renews dedication to instruction of student warrants

By **BETH SKARUPA**
Staff writer

Warrant officers who come to Redstone Arsenal can now enjoy "one stop shopping" when it comes to their professional training.

The newly created Warrant Officer Training Division consolidates the management of the officers' training and provides them with a centralized point of contact. The division also standardizes policies and procedures for in-processing, training and graduating all warrant officer students at the Ordnance Missile and Munitions Center and School.

"Before this, every MOS was taught by each department," CWO 3 Andy van Winkle, deputy chief of the new division, said. "The way we were, we had no representation past the department level and no dedicated resources."

He explained that trying to consolidate, communicate and organize lessons and instructors was extremely time-consuming and always called for reactionary planning or actions. Although the departments still train the warrant officers in their areas of technical expertise, which include Ammunition Tech, 910A, Electronics Systems Maintenance, 918B, and Electronics Missile Systems Maintenance 918D, the training division instructs them in all other areas of the Warrant Officer Basic and Advanced Courses.

The new training division has improved the focus on warrant officer training and issues at the appropriate levels, according to van Winkle. Changes have occurred not only on paper, but in the physical sense as well. The improvement is visible when you walk into building 3303.

The space dedicated to warrant officer training went from one small office to one-third of the building clearly marked as belonging to the new division. A classroom equipped with a LAN network for laptop computers and an overhead projec-

tion system gives the warrant officers a professional environment for training and the division staff now has offices and work areas they can call their own.

"We started on 8 July with our first classes going through and according to the critiques, they all thought this was super stuff. Just simple things like having our own fax machine here for them has made a difference," van Winkle said.

CWO 5 Charles Etheridge, chief of the Training Management Office, heads up the new division while Van Winkle runs the day-to-day operations. CWO 3 Joe Sanchez, CWO 3 Tommy Vaden and CWO 2 Derrick Butler each serve as instructors, developers and managers for the division.

"I have been super blessed (with this staff). The division could have never happened without the support of those guys," van Winkle said. "If I would have tried to change things while working with other warrant officers, things might not have happened like they have. These guys made it easy."

He calls Sanchez his "computer guru" because he is responsible for setting up the new classroom and issuing the warrant officers Pentium III laptop computers. Van Winkle also credits Vaden with bringing a level of expertise to the division because he was a TAC (teacher, adviser and counselor) at Fort Rucker for three years.

Future goals for the training division include developing and implementing Assignment Oriented Training courses for warrant officers and working to evenly distribute newly accessed warrant officer candidates throughout their courses.

"I think what we've got now is really great. There are still a few bugs we're working out about supplies and some issues with departments, but now we can send a formal request to the departments to support training from this time to this time," van Winkle said. "Col. (David) Hafele (the new commandant of OMMCS) has been super supportive on all of this. He really likes what we've done, so that helps too."



Photo by CWO 3 Andy van Winkle

TRAINING TIME— Chief Warrant Officer 3 Joe Sanchez instructs a class on common core training for the Warrant Officer Basic Course in a new classroom at the Warrant Officer Training Division.

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Housing-based businesses welcome within certain guidelines

Products mustn't interfere with military community

By Capt. ERICK OTTOSON
Office of the Staff Judge Advocate

Question: I live in on-post family housing and am thinking about starting a business in my home. Am I allowed to do so, and if so, what restrictions exist?

Answer: Yes, Army regulations do allow on-post residents to operate businesses in their quarters. However, commercial activities on any Army installation are subject to restrictions designed to maintain discipline, protect property, and safeguard the health, morale and welfare of Army personnel. An individual seeking a permit for a home-based business on Redstone Arsenal should submit a written request to the Housing Division at AMSAM-RA-DPW-HM.

When these permit requests are reviewed, several factors are considered.

First, the product or service offered must not interfere with military operations or detract from the safety or tranquility of the community. Second, the requester must comply with any federal, state and local laws to include the possession of all required business licenses. Third, the product or service cannot compete with one offered by AAFES (Army and Air Force Exchange Service) or Morale, Welfare and Recreational activities on the installation.

Finally, and significantly, quarters-based businesses on Redstone Arsenal are restricted to commercial activities normally engaged in by individuals in a domestic setting only. Practically speaking, this means that permit applications will not be approved if the product or service involved is generally offered outside of a residential setting. For example, a request to operate an automobile repair shop from an applicant's quarters would not be approved, because this service is obviously not normally offered solely in a domes-

tic setting.

If a quarters-based business is approved, the owner of the business must follow certain guidelines. Some of these guidelines pertain to advertising and solicitation of customers. For example, door-to-door solicitation is prohibited, whether in family housing or the barracks. The use of the installation's official electronic mail system as an instrumentality of private commerce is also disallowed. However, it is permissible for a quarters-based business to solicit through the mail, newspaper ads or by telephone. Flyers may be posted to advertise the business, but only on bulletin boards set aside by the commander at certain public venues such as the post exchange or the fitness center.

Ethical and readiness considerations also govern the conduct of business on the installation. For example, Army regulations prohibit the solicitation of soldiers who are in an on-duty status. Consequently, soldiers may not take their merchandise (or their spouse's merchandise) to their unit and solicit fellow soldiers. In addition, a soldier may never solicit or sell goods to a soldier of lesser rank or his family members — whether on or off-duty, or on or off the installation — except for the one-time sale of personal property such as a used car. As an example, a sergeant who sells home decorating mer-

chandise may not sell her goods to a specialist or his spouse, even if the soldiers are in different units, and even if the sale takes place on a Saturday night in an off-post residence. Another restriction is that soldiers may not act as agents for private entities in soliciting customers or selling products or services on the installation. A soldier who is acting as an agent for an insurance company, for example, may not sell or offer to sell that insurance on the installation under any circumstances.

Lastly, quarters-based businesses must be operated in a manner that is appropriate for a military housing environment. Under no circumstances may home business sales infringe on the rights of neighbors. Also, military quarters generally may not be modified in order to accommodate the needs of a quarters-based business. However, minor cosmetic changes may be authorized on a case-by-case basis as long as the quarters are returned to their original condition. The resident will also be responsible for the costs of any utilities associated with the business, although this requirement may be waived if the costs are minimal.

Remember, operating a business from your quarters without the proper approval from the Housing Division could result in a termination of quarters for the sponsor and family.

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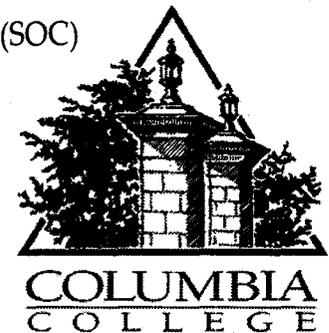
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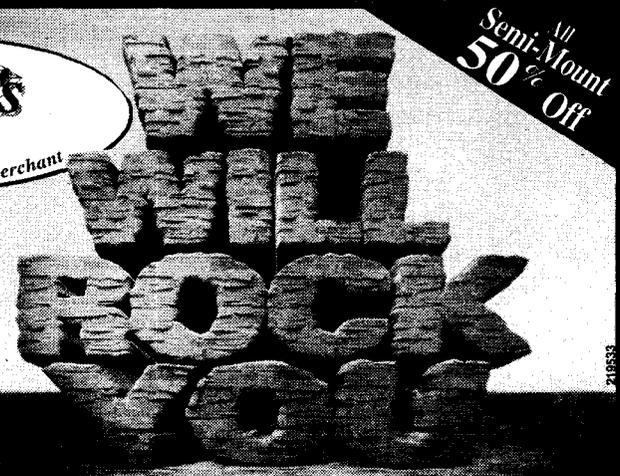
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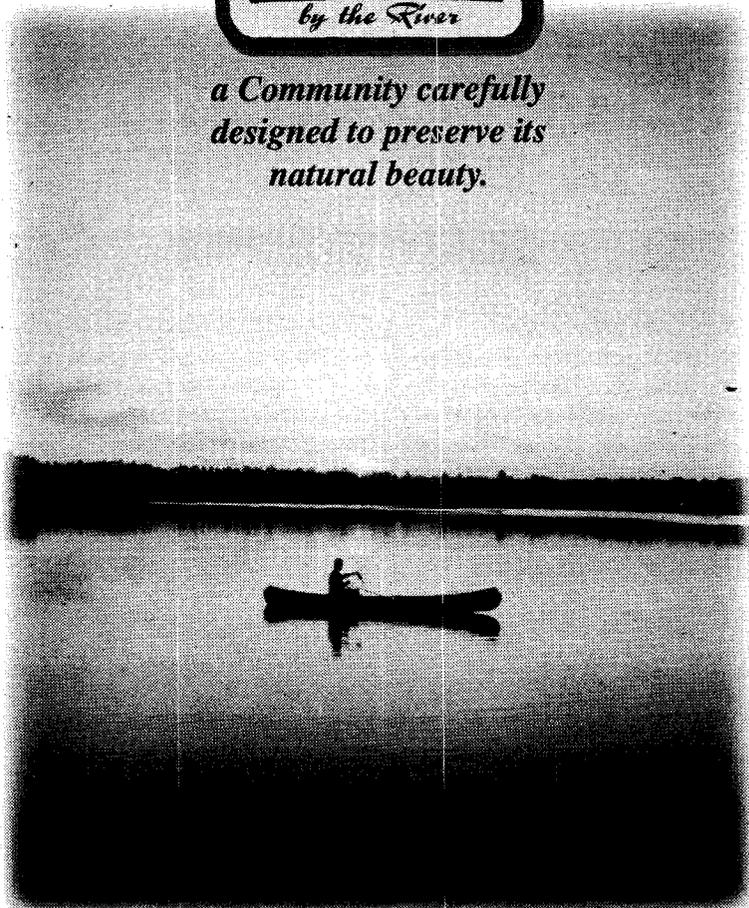
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Photo by Skip Vaughn

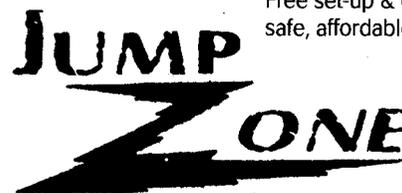
Precision leadership

Col. Craig Naudain is congratulated Monday after becoming project manager for the newly-formed Precision Fires Rocket and Missile Systems Project Office, formed by the merger of Army Tactical Missiles Systems/Bat and Multiple Launch Rocket System offices. Col. Kelley Griswold, the outgoing Army TACMS/Bat project manager, will become the director of information technology and special programs for the Program Executive Office for Tactical Missiles.

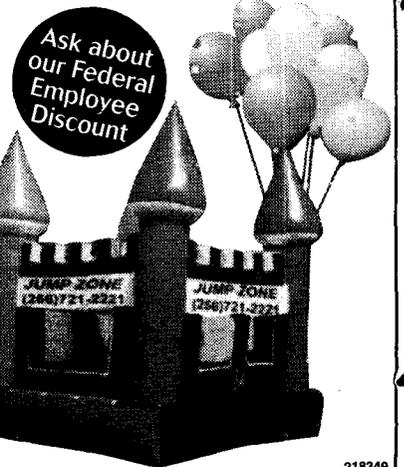
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Defense Department details base closure legislation

By JIM GARAMONE
American Forces Press Service

WASHINGTON— DoD has made changes to the base closure and realignment legislation and will send it to Congress shortly, DoD officials said Aug. 2. DoD would like the legislation passed in fiscal 2002.

The main instrument of base closure and realignment, the commission, remains, said Pete Aldridge, defense undersecretary for acquisition, technology and logistics. The "all-or-nothing" aspect of previous BRAC rounds also remains.

The effort now entitled the Efficient Facilities Initiative— will address all U.S. military installations. The legislation pertains only to those in the United States and its territories. "Recommendations for closure or retention will be based upon future force structure needs to meet our strategy, and will emphasize retained military value," Aldridge said. This was not part of deliberations in previous closure and realignment rounds.

Other changes include having nine commissioners rather than eight to avoid tie votes, and that there is a single round of closures and realignments rather than two as the previous administration proposed.

In addition to the stateside effort, Defense Secretary Donald H. Rumsfeld has tasked the Chairman of the Joint

Chiefs of Staff to examine overseas basing needs. Plans for closing overseas installations would be due to the department by March 2003.

DoD officials estimate the military has between 20 and 25 percent excess infrastructure. They said it is a drain on constrained resources better used in modernizing the force and transforming the military. Independent auditors estimate the military is now saving about \$6 billion a year from prior closure rounds. "We now estimate that after spending up-front costs, we will start to achieve savings in fiscal 2007 and will eventually reach a steady-state savings rates of over \$7 billion a year," Aldridge said. He estimated closure costs would be around \$10 billion total.

Here's how the legislation would work. If Congress passes the legislation, Defense Secretary Donald Rumsfeld would work with the services to begin a comprehensive review of DoD installations, emphasizing military value. He would recommend a revised infrastructure plan to the EFI commission by March 2003.

The independent commission would review the DoD list "and could make changes or accept the secretary's position or whatever," Aldridge said. The commission would send its recommendations to

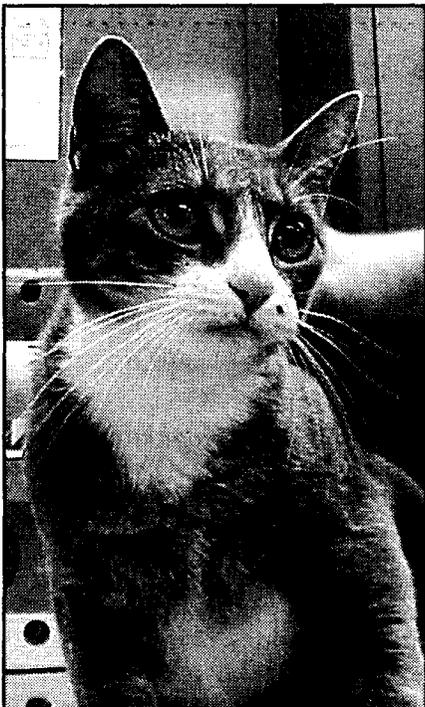
the president by July 2003.

Once the list reaches the White House, the president would have two weeks to accept or reject the recommendations on an all-or-none basis. If he rejects the list, the commission shall provide revised recommendations back to the president by mid-August 2003. If the president rejects the revised recommendations the second time, the process ends, Aldridge said.

"If the president accepts the recommendations, they are forwarded to the Congress in early September 2003," he said. Forty-five days after the president sends the list to Capitol Hill, the recommendations become binding unless the Congress enacts a joint resolution rejecting the recommendations on an all-or-none basis.

If the list is accepted the defense secretary "must initiate the binding recommendations within two years and complete them within six years," Aldridge said.

DoD has no list now on what installations may or may not close. Aldridge said this must wait on the results of the Quadrennial Defense Review in September. DoD will do an analysis that will line up force structure with infrastructure. Aldridge said DoD is asking for one round rather than two to get the pain of base closure over quickly. He said there is no sense in drawing out the process.



Courtesy photo

Stray cat

The Veterinary Treatment Facility wants your help in finding this animal a home; unfortunately her time is running out. "She is declawed, we think possibly spayed, and approximately 1 to 2 years of age," the VTF said in a prepared release. The cat was found July 17 in the Post Exchange area. Give the VTF a call at 876-2441 for more information.



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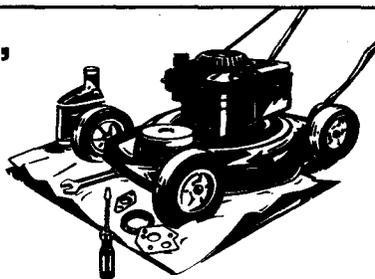
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Announcements

Sports & Recreation

Professional hockey

CWFC will have tickets for the NHL pre-season game between the Nashville Predators and the Columbus BlueJackets, Sept. 21 at the Von Braun Center. If the schedule permits, there could also be a trip to Nashville for a St. Louis Blues game. For more information, call Mary Ann of the Civilian Welfare Fund Council 313-5924.

Outdoor recreation volunteers

Outdoor Recreation will accept applications for volunteers Aug. 1-15 from 9:30 a.m. to 5 p.m. Eligible persons interested should pick up and turn in their applications at Outdoor Recreation, building 5132 during those hours. Bring proper identification (driver's license and RSA civilian or contractor badge, or military ID). For more information, call Potter or Glass 876-4868/6854.

Auburn party

The Huntsville Madison County Auburn Club will hold its Annual Party, tonight at the Von Braun Center. The featured speaker is Coach Tommy Tuberville. Festivities begin at 5:30 p.m. with dinner at 6:30. The cost is \$55 per couple prepaid (\$60 at the door) and \$32.50 prepaid (\$37.50 at the

door) for adult singles. Cost includes dinner and club dues. The cost for children is \$17.50 for ages 13 to 18, \$12 for age 4 to 12, and free for children under 3. For more information, call Gary Abernathy 520-8449.

Triathlon

Registration is under way for the eighth annual Rocketman Triathlon, Aug. 26 at 7:30 a.m. at the Col. Carroll Hudson Recreation Area. For more information, call Bob Mulkey 883-7399 (evenings).

Golf scramble

The Huntsville Chapter of the Executive Women's Golf Association invites everyone (male and female) to play in a four-person Golf Scramble, Aug. 18 at 8 a.m. at Huntsville Municipal Course. Proceeds from the sale of mulligans will benefit the "Liz Hurley Breast Cancer Foundation." Registration is \$55. For more information, call Pam Ledgerwood 955-5137 (work) or 772-6788 (home).

Pineapple Open

Register now for the seventh annual Pineapple Open Golf Tournament, sponsored by the Officer and Civilian Women's Club. The tournament is a four-person scramble (A, B, C, D players flighted by handicap), Sept. 28 (rain date Oct. 12) at the Redstone Golf Course. Entry deadline is Sept. 24. Registration begins at 7 a.m.,

with a shotgun start at 8:30. Prizes include a \$5,000 hole-in-one, flight prizes, longest drive, most accurate drive, closest to the pin, and door prizes. Lunch, prizes and awards will follow the tournament. Registration is \$45 for members, \$60 nonmembers, lunch \$8. Fees include golf, cart, range balls, lunch and prizes. For more information call Diane Davis, Pineapple Open chairman, 772-2471.

Tournament volunteers

There are immediate volunteer opportunities for the seventh annual Pineapple Open Golf Tournament. No experience necessary; no golf knowledge needed. Positions include registration personnel, hole watchers (sit under tree in lawn chair and watch the golf balls fly), drink cart drivers, and scoreboard posters (no math skills needed). Apply today. Applicants will be accepted for immediate employment on Sept. 28. Call Diane Davis 772-2471.

Conferences & Meetings

Space and missile defense

The fourth annual Space and Missile Defense Conference and Exhibition, presenting "Missile Defense Capabilities Beyond 2010," will take place Aug. 20-23 at the Von Braun Center. A golf tournament will be held Aug. 20 at the Robert

Trent Jones Golf Trail Hampton Cove course. The conference is sponsored by the Space and Missile Defense Industrial Association, the National Defense Industrial Association Tennessee Valley Chapter, and the Air Defense Artillery Association-Huntsville Chapter. For more information, visit the web site at www.ndia-tvc.org/smdc2001. You may also call 533-5923 or fax 534-9899.

Engineering management

American Society for Engineering Management 2001 Conference will be held Oct. 11-13 at the Huntsville Marriott. For more information, call Angel Armstrong 842-9416.

Alcoholics anonymous

An Alcoholics Anonymous meeting is held 11 a.m. Thursdays at Sparkman Center building 5304, room 4309. For more information, call the AA central office 885-0323.

Sergeants major

The Sergeants Major Association will hold its monthly meeting Aug. 16 from 6:30-7:30 in the morning at Redstone Golf Course. For information call Sgt. Maj. Bob Furia 842-9770.

Motorcycle riders

The Gold Wing Road Riders Association, See Announcements on page 19

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Announcements

Chapter B meets on the second Tuesday of each month at 6:30 p.m. at Ryan's Family Steakhouse, 10017 South Memorial Parkway. Visitors are welcome. For more information call Roy Fosnight, assistant chapter director, 721-9151 (home).

Marine Corps league

The Brandon-Wilbourn Detachment of the Marine Corps League meets the second Tuesday of each month. Its next meeting is 6:30 p.m. Aug. 14 at the American Legion, Post 237, 2900 Drake Ave.

Directed energy symposium

The fourth annual Directed Energy Symposium will be held Oct. 29 to Nov. 1 at the Huntsville Marriott, Space and Rocket Center. This symposium will bring together government, industry and academic leaders to present papers and discuss the future of directed energy including basic research, technology efforts, current programs and systems. The symposium will include a forum for national and technical policy makers to discuss their visions for directed energy. The symposium chairman is Dr. Randy Buff, randy.buff@smdc.army.mil. For general information on the symposium and short courses call Jeanne Weaver, symposium coordinator, 533-6365.

Retired officers

The Retired Officers Association will hold its informal monthly breakfast at 8 a.m. Saturday at Mullins Restaurant. For more information, call retired Lt. Col. Bill Aldrup Jr. 881-0652.

Federal bar association

The North Alabama Chapter of the Federal Bar Association will present Peter Joffrion, Huntsville city attorney, at its monthly luncheon meeting at 11:15 a.m. Aug. 30 at the Radisson Suite Hotel, 6000 South Memorial Parkway. Joffrion is to discuss issues of concern to Huntsville citizens. Call Laura Owens 842-0543 for reservations.

Toastmasters

Toastmaster International Communicator Club 4562 meets each Thursday from 11:30 a.m. to 12:30 p.m. at Sparkman Center building 5304, third floor. Visitors are welcome. For more information, call Ronald Legowik 876-5619 or Jae Steele 955-1705.

Union meeting

AFGE Local 1858 will hold its monthly meeting at 5 p.m. Aug. 13 at the union office, building 3202. Nominations and election of the local's delegates to a convention in Las Vegas is on the agenda. Also planned is final debate and vote on proposed changes to the local's constitution and bylaws. All employees are urged to attend. For more information, call 876-4880 or 881-7430.

Federal retirees

National Association of Retired Federal Employees will meet at 9:30 a.m. Saturday at the Senior Center on Drake Avenue. Scheduled speaker is Mary Lou Kraatz, executive director of the North Alabama Chapter of the Alzheimers Association. For information call 881-4944 or 881-3168.



Fire training

Redstone Fire and Emergency Services, along with Huntsville Fire Department, will conduct live fire training exercises at building 1408 of post housing today from 8 a.m. to 5 p.m. The lower area of Nike Street intersecting with Spartan Drive will be congested with fire apparatus during the exercises. One lane of Nike Street should be opened for local traffic. Area residents should be able to drive to and from their homes with minimum or no delay. Redstone fire officials ask that people not tour this area while the fire department is conducting its exercises.

Spot bid sale

The Disposal Operations at Marshall Space Flight Center will hold a Drop by Spot Bid Sale, Aug. 16 from 9 a.m. till 2 p.m. Disposal Operations is located at Intergraph Building 21, 470 Dunlop Blvd., Huntsville. The sale will include 10 laptop computers, 17 computer systems and 58 lots of assorted furniture such as chairs, desks, computer tables, filing cabinets, book shelves and credenzas. For more information call Greg Tate 544-1774, the sales hotline 544-4667 or contact the General Services Administration web page as follows: www.gsaauctions.gov.

Blood drive schedule

Here is the Redstone Arsenal blood drive schedule: Thursday— from 7 a.m. to 12:30 p.m. at building 5309, call Mary Ann Caissie 955-8868, Dainne Stephens, 955-8719 or Betty Mountain 313-1779. Aug. 17— from 8 a.m. to 1:30 p.m. at building 4752 (NASA), Nancy Jane Fitzgerald 544-7561. Aug. 24— from 8 a.m. to 12:30 p.m. at Space and Missile Defense Command, Al Longhi 955-4184; and from 7-noon at Corps of Engineers, Donna Smiley 895-1760. Aug. 31— from 9 a.m. to 2:30 p.m. at Post Exchange, Sheila Burhart 650-5928.

Sparkman High alumni

Sparkman High School Class of 1991 will have its 10-year reunion Oct. 12-14. For more information, call 772-7130.

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From \$154,990. Take Madison Blvd., go north on Wall Triana, St. Charles Place on right. (256) 772-8700

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From \$154,990. Take Hwy. 72W, go south on Wall Triana, turn right onto Misty Glade Court. (256) 830-6757

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From \$93,990. Take Hwy 72W, go south on Slaughter Road, turn left into Creekwood. (256) 430-0133

Hidden Lake

From the \$220's. Take 431S, go right on Sutton Road, left on Old Big Cove Road. Go 1.7 miles, turn left onto Hidden Lake Drive. (256) 539-0775

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Announcements

job is right for you? Are you dissatisfied with your present job? Looking for alternatives? If so, call 876-5397 and register for a free workshop to help you understand the relationship between your personality type and career satisfaction. This workshop will be held Aug. 16 at 10 a.m. at Army Community Service, building 3491. Free childcare is available. For more information, call Debra Jefferson 876-5397.

Education for soldiers

Soldiers eligible to receive benefits under the Veterans Educational Assistance Program are now able to convert these benefits to the Montgomery GI Bill. The Veterans Benefits and Health Care Improvement Act of 2000 established under Public Law 106-419 allows former VEAP enrollees to make this change. Soldiers who have served continuously in an active duty status from Oct. 9, 1996 through April 1, 2000 and were VEAP participants Oct. 9, 1996 are eligible for this program. A decision must be made by Oct. 31 to enroll in the MGIB. Once the change has been made, the decision is irrevocable, according to the Education Center. For more information, call the Education Center 876-9761.

Mr. Man Premiere

SB Productions will present the 11th

annual Mr. Man Premiere, Aug. 18 at the Von Braun Center north hall. Sponsors include the Men's Wearhouse, CACH'E, and The Equine Lady. Selected men will compete in the areas of style, composure of manner, personality and performance for the honorable title of Mr. Man. Contestants will be escorted and assisted by female models. Organizers promise an evening of dining, unpredictable drama, enchantment, entertainment, dance and more. Ticket locations include CACH'E (Madison Square Mall) and the Men's Wearhouse (Huntsville). Proceeds will benefit the Madison Community Action Team in its efforts to build a center for teen-agers of northern Alabama. The theme for this year's event is, "If we treat each other better as adults, they will treat each other better as children." For more information, call Samuel Brown (256) 233-4702 or 650-7736 pager.

Professional development

Make plans now to attend a professional development seminar sponsored by the Huntsville-Madison Chapter of Blacks in Government. This seminar will be held Dec. 6 in the Tom Bevill Center, at a cost of \$125. For more information, call 551-7230 and leave a voice-mail.

Lynyrd Skynyrd

Don't miss the hottest concert of the sum-

mer. MWR is selling tickets for the Lynyrd Skynyrd/38 Special concert, open to the public, Aug. 25 at the Redstone Activity Field. Gates open at 6 p.m. and the show starts at 8. All tickets are general admission; and ticket prices are \$25 advance or \$30 at the gate. Tickets are on sale at Sparkman Cafeteria building 5302; PX cashiers window; all Papa John's Pizza locations in North Alabama; CD Warehouse locations in Huntsville and Decatur; Information, Ticket and Registration Office, building 3711 on Patton Road, call 876-4531 (Wednesday through Friday from 4-9 p.m.); or you can charge by phone at 830-CLUB (from 8 a.m. to 4 p.m.). The Morale Welfare and Recreation web site is as follows: www.redstonemwr.com. Lynyrd Skynyrd members resume their tour dates Aug. 11 after paying respects to bass player Leon Wilkeson who died recently.

Barbecue cookout

Post Restaurant will serve barbecue ribs today outside on the Sparkman Center Patio. The menu includes ribs served dry or with red barbecue sauce, bread, drink, and choice of two sides—cole slaw, potato salad, baked beans, or potato chips for \$6.50. Arrange or take larger orders in advance: slab of ribs, \$9.75; pint of cole slaw, \$1.75; pint of potato salad, \$1.75; pint of baked beans, \$1.75; large chips or

rolls, \$1.25; or slab of ribs, two sides, and rolls for \$13.75.

Army family team building

Soldiers receive training that will enable them to meet the many challenges of military service. They will be well trained and prepared for the next assignment — what about you, the family member? How will you learn to cope with the challenges of a military lifestyle? How will you learn about military benefits and about facilities available to you? These questions, and more, will be answered in Army Family Team Building classes. AFTB is a program developed just for you. It is Basic Training for family members — without the drill sergeants! The program serves the families and soldiers of Redstone Arsenal and the surrounding communities. AFTB Level 1 courses will be offered Sept. 4-6, from 6-9 p.m., at Army Community Service (building 3491, Honest John Road). Free, on-post childcare. Space is limited, so call 876-5397 by Aug. 31 if you would like to attend.

Team success seminar

The Army Family Team Building staff will hold a Team Success Seminar at 6-9 p.m. Sept. 18 at Army Community Service, building 3491. The seminar and

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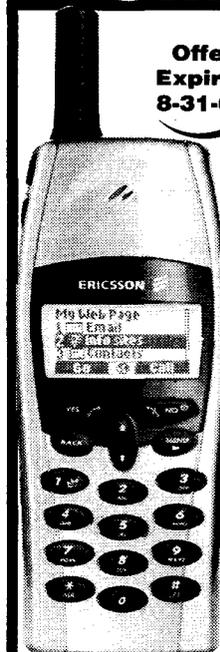
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Announcements

childcare are free. The program includes 30-minute blocks of training, information for the success of any team. To enroll call 876-5397.

Virus screening program

The Public Health and Education Center at Fox Army Health Center is cooperating with Auburn University in a screening program to detect the presence of West Nile Virus in local populations of crows, pigeons, and blue jays. If you find sick or dead birds from these species on Redstone Arsenal, with no apparent trauma, call PHEC at 876-8837 for assistance.

Troop sick call

Due to the Troop Medical Clinic closure and move to Fox Army Health Center in May, the TMC phone numbers are no longer in service. Appointments may be made by calling 955-8888. For urgent problems, sick call is conducted at Fox Army Health Center from 6:30-7:30 a.m. in the Primary Care Clinic, Team 2. For sick call information, call 955-8612.

Military retirement

The Quarterly Retirement Ceremony for military retirees will be held at 9 a.m. Sept. 20 at Youth Services, building 3148. Retirees who wish to participate in the ceremony should call MSgt. Loew, RASA Support Operations, 876-2819 by Sept. 5.

Community projects

American Society of Military Comptrollers will be collecting school supplies and clothing for needy school-aged children. Bring items to the ASMC luncheon Thursday or call Melanie Passero 955-1731 concerning school supplies and Angelia Phillips 895-1454 concerning clothing. ASMC is looking for fans to donate to CASA. If you have a fan you would like to donate, call Theresa McBride 955-2402 by Aug. 20.

Corvette weekend

"Corvette Beach Odyssey" will be held Sept. 21-22 in Panama City, Fla. Co-hosts are the Circle City Corvette Club of Dothan and the Emerald Coast Corvette Club of Panama City. This event is sponsored by Tommy Thomas Chevrolet of Panama City; and proceeds go to the National Corvette Museum. For more information call Bo Williams (850) 866-3733, Wes Burch (850) 265-1271 and John Hickman (334) 347-5908. Randy McClure, a local contact, can be reached at the following e-mail address: c3vettes@hotmail.com.

Real estate workshops

First time home buyers can learn about real estate issues by attending free workshops scheduled for August and September. The classes are open to the Redstone community. Tips for buying and selling a home will be offered at 9 a.m. Aug. 28 and Sept. 25, building 3447. The class will be presented by Jim McWhorter, certified real estate broker. Workshops on how to apply for a mortgage will be held at 9 a.m. Aug. 29 and Sept. 26, building 3447. Darlene Hornsby, mortgage loan officer, will detail the paperwork needed to apply for a mortgage. To register for classes call Mary Breeden, relocation assistance program manager at Army Community Service, 876-5397.

Jack Daniels tour

The Civilian Welfare Fund Council invites you to participate in the CWFC Volunteer Appreciation Trip to the Jack Daniels Distillery, Sept. 22. The cost is \$30 per person which includes the round trip day bus, the distillery tour, a barbecue dinner with free samples of Jack Daniels products, and dancing under the stars. Participants must be at least 21. For more information call the CWFC trip coordinator, Mary Ann Meyer-Schuck, 313-5924.

German restaurant

The Soldatenstube German Restaurant is offering a great dinner and discount to compliment it. Any active-duty service-member who stops in for dinner any Thursday night will receive a 10 percent discount on their bill. Simply bring yourself or the family for dinner and show your active-duty identification card to receive your Thursday Night Active Duty Appreciation Night Discount. For more information or to place your reservation, call 881-5181 or 830-CLUB.

Catholic community

Our Lady of the Valley, Catholic community at Bicentennial Chapel announces the following: Holy Day Vigil, Aug. 14; Parish Council meeting 5 p.m. Aug. 14; and annual Parish Registration and an Ice Cream Social will follow Mass Aug. 25-26 in the fellowship hall of the chapel. Weekend mass is held 5 p.m. Saturday and 9:30 a.m. Sunday.

Pet first aid

The American Red Cross is offering a pet first aid class Aug. 18 from 8:30 a.m. to 12:30 p.m. Cost of the class is \$25 and includes a book. The course includes skills practice for rescue breathing and CPR on lifelike dog, cat and puppy mannequins. To register call 536-0084, ext. 321.

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